

SOUTHEASTERN ASSOCIATION OF LAW SCHOOLS, INC. (SEALS)  
*Minutes of 2016 Annual Meeting*

**Call to Order.** The 2016 Annual Meeting of the Steering Committee of the Southeastern Association of Law Schools, Inc., convened on August 7, 2016. President Jeff Hirsch called the meeting to order at 12:26 p.m.

**Attendance.** Secretary Gail Richmond announced there was a quorum of representatives from Institutional Members. All attendees are listed at the end of these minutes.

**Minutes.** Gail Richmond announced that the 2015 minutes were posted in advance of the meeting. No additions were made to the minutes other than for typographical errors. The minutes were approved (motion by Tom Metzloff; seconded by Tony Baldwin) by voice vote with no objection.

She announced that Committee reports will be attached to the minutes of this meeting. The minutes will be available on the website as soon as all committee reports are received. The reports represent the views of committee chairs and are used by the Board to, among other things, evaluate the continuing efficacy of individual committees and relevance of their activities in light of potential changes to SEALS operations.

**Election of Officers and Trustees.** Gail Richmond announced that information about the election process for 2016 was posted to the website after the 2015 meeting.

She indicated that information about each nominee was provided to the designated representative by the July 24 deadline. One nomination was received and accepted for vice-president/president-elect: Billie Jo Kaufman (American University). one nomination was received for the at-large trustee position: Lou Virelli (Stetson).

Gail Richmond asked the Steering Committee to elect Billie Jo Kaufman and Lou Virelli by acclamation. A motion to that effect was made by Arnold Loewy and seconded by Joel Mintz. The Steering Committee approved the motion by voice vote with no objection.

The names (and titles, as relevant) of officers and board members for 2016-17 are set forth in Appendix A to these minutes.

Finally, Gail Richmond announced that information about the 2017 election will be posted to the website after this meeting ends. Nominations will open at that time. The vice-president will be elected from a school in Louisiana or Mississippi. The other two open positions are treasurer and at-large trustee. The groupings for rotation of the presidency are included as Appendix B to these minutes.

**Site Selection Information.** Executive Director Russ Weaver reported that SEALS had selected sites (dates are posted on the website) for 2017 through 2021 (Boca Raton Hotel and Resort, 2017, 2019, and 2021; Fort Lauderdale Harbor Beach Marriott, 2018 and 2020). He reported on discussion with Omni personnel regarding the hotel's name and the discomfort it caused many of our members. Several board members and other individuals attended this meeting. He hopes they will change the name so that the organization might consider holding a meeting there in the future.

**Deputy Positions.** Russ Weaver announced that Linda Jellum (Mercer) was reappointed Deputy Executive Director and that Joan Heminway (Tennessee) was appointed Deputy Corporate Compliance Officer/Secretary. He thanked Chris Pietruszkiewicz for his years of service in the latter position and especially for his work in drafting governance documents.

**Program and Committee Updates.** Russ Weaver announced that Caprice Roberts will serve as vice chair of the Program Committee. She will be thinking about areas for which the organization does not provide as much programming. There will also be resource groups formed to assist with programming. Russ indicated that we do not want to follow the AALS Section model because we do not want to preclude members from proposing panels outside of a committee or section structure, but we do want to provide programming in currently underserved areas. He also indicated that some committees may be looking to add members. Faculty members interested in serving on a committee should contact Linda Jellum.

**Board Action Items and Other Activities.** Jeff Hirsch announced the following items.

**Governance Discussion by Board.** The board will be considering governance changes, which it will propose to the members at the next meeting. Proposals will be announced in advance. The board will be discussing the articles and bylaws, including officer duties.

**Nondiscrimination policy.** The board voted to amend the nondiscrimination policy to include gender identity and expression and to update the policy in the future to reflect additional items added by ABA or AALS.

**Use of SEALS Name.** The board noted that the committees are doing great work, but that it was important that the SEALS board approve the use of the organization's name. The board voted to adopt a policy requiring board approval to use the SEALS name in connection with an activity; any indication that an activity is approved by SEALS requires advance board authorization. Committee chairs should email the board for approval.

**Committee Web Pages.** Linda Jellum has been working with committee chairs and Peter Jetton to provide additional information for members—mission statement, annual reports, and other useful information.

**Treasurer's Report.** Treasurer David Partlett announced that his term ended next year and that he would not be running for reelection. He thanked Beth Damon for her attention to detail and her outstanding efforts in recordkeeping and billing. He reported that SEALS remains in sound financial condition.

### **Recognition-Related Items.**

**New Members.** Jeff Hirsch asked the Steering Committee to welcome two new affiliate members (University of California-Hastings College of Law, represented by Laurie Zimet, and University of Cincinnati College of Law, represented by Jennifer Bard).

**Acknowledgements.** Jeff Hirsch thanked the schools; companies, and other groups that sponsored events at the 2016 meeting: University of Alabama School of Law; University of Cincinnati College of Law; University of California-Hastings College of Law; Bloomberg BNA; Carolina Academic Press; Federalist Society; iLaw Ventures; National Institute for Trial Advocacy (NITA); Virgil, Inc.; West Academic (which includes Foundation Press); and Wolters Kluwer.

**Distinguished Service Award.** Jeff Hirsch presented a Distinguished Service Award to the late Don Castleman, a SEALS past-president for whom the golf tournament is named. Mrs. Tommie Castleman, her son Jeremy, and his wife Sarah were in attendance to receive the award. Tommie Castleman spoke about how much SEALS had meant to Don and to her throughout their many years of attending annual meetings.

**Recognition of Staff.** Jeff Hirsch thanked the individuals who provided superb pre-meeting and on-site support: Karen Batts; Maggie Bratcher; Barbara Churchwell; Beth Damon; Christina Hood; and John Plummer. He also thanked Peter Jetton for his efforts with the website and onsite photography. It was noted that these individuals are largely invisible because they function so well in meeting SEALS's needs.

**Recognition of Volunteers.** Committees are responsible for a variety of functions. Jeff Hirsch asked the Steering Committee to thank the committees and their chairs. Several of those chairs were at the meeting; he asked them to stand and be recognized.

**Committee Website Recognition.** Jeff Hirsch thanked all committee chairs for their work on improving the committee webpage. He asked the Steering Committee to recognize Ben Barton and Kathy Cerminara (Mentor Committee) and Missy Lonegrass (New Scholars Committee) as the first and second committees to complete an outstanding website redesign.

**Recognition of Officers and Board Members.** Board members and officers are responsible for governance of the organizations. Jeff Hirsch asked the Steering Committee to recognize Steve Friedland (who is leaving the board after this meeting), Michael Z. Green, Linda Jellum, Nancy Levit, Marcia McCormick, David Partlett, Chris Pietruszkiewicz (who is stepping down as Deputy Corporate Compliance Officer/Secretary after this meeting), Ellen Podgor (who is leaving the board after this meeting), Gail Richmond, and Russ Weaver. Outgoing board members received gavels commemorating their service.

Jeff Hirsch asked the Steering Committee to express its particular 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.** Jeff Hirsch read the list of deceased faculty members (and deceased retired faculty members). He asked for additional names after reading the list.

Frank Beytagh, Florida Coastal School of Law  
Douglass Boshkoff, Indiana University, Maurer School of Law  
Jennifer Camero, Southern Illinois University School of Law  
William Coskran, Loyola Law School (Los Angeles)  
Bernard Dobranski, Catholic University Columbus School of Law & Ave Maria School of Law  
Robert Filiatrault, Michigan State University College of Law  
John Garman, Faulkner University, Jones School of Law  
James Ghiardi, Marquette University Law School  
Elliott Glicksman, Western Michigan University Cooley Law School  
Elwin J. Griffith, Florida State University College of Law  
Jeremy Harrison, Michigan State University College of Law  
James E. Herget, University of Houston Law Center  
Jeffrey Jackson, Mississippi College School of Law  
John H. Jackson, Georgetown University Law Center  
Cheney C. Joseph, Louisiana State University Law Center  
Charles P. Kindregan, Suffolk University School of Law  
Joseph McKnight, Southern Methodist University Dedman School of Law  
Janet Richards, University of Memphis, Cecil C. Humphreys School of Law  
Ira Shepard, University of Houston Law Center  
Peter Swisher, University of Richmond School of Law  
Burns Weston, University of Iowa College of Law  
Al Witte, University of Arkansas-Fayetteville Leflar Law Center

Chris Wydrzynski, University of Windsor Faculty of Law  
Stephen Zamora, University of Houston Law Center

**Presidential Seal.** Jeff Hirsch turned the Seal over to President-Elect Nancy Levit. The Steering Committee then thanked Jeff Hirsch for his outstanding efforts as President this year.

**Meeting-Related Items.**

**Panels and Room Block.** Jeff Hirsch announced that solicitation of panels, discussion groups and other events for 2017 meeting should be submitted by November 1st. Questions should be directed to Russ Weaver.

**Comments on the 2016 Program.** Jeff Hirsch indicated that faculty will have an opportunity to comment on the post-meeting survey sent out by Ellen Podgor. He urged attendees to complete the survey and to encourage other faculty members to do so. The board uses survey results in planning future meetings.

**Blog.** Jeff Hirsch reminded members that those who sign up for the SEALS blog will receive notification when items are posted. Sign up via the website.

**Other.** Jeff Hirsch invited attendees to stay until the next sessions began and talk informally.

The meeting adjourned at 1:00 p.m.

Respectfully submitted,  
Gail Levin Richmond, Secretary

**Attendance**  
**Institutional Member Schools (one vote per school)**

Alabama: Julie Hill  
American: Lia Epperson; Billie Jo Kaufman  
Arkansas-Fayetteville: Laurent Sacharoff  
Arkansas-Little Rock: Theresa Beiner  
Barry: Helia Hull  
Belmont: Travis Brandon  
Campbell: Lucas Osborn  
Catholic: Megan La Belle  
Charlotte: Camille Davidson  
District of Columbia: Lashonda Adams  
Duke: Tom Metzloff  
Elon: Steve Friedland  
Emory: David Partlett  
Faulkner: Rob McFarland  
Florida: Charlene Luke  
Florida A&M: Joan Bullock  
Florida Coastal: Eric Hull  
Florida International: Kerri Stone  
Florida State: Franita Tolson  
George Washington: Laurie Kohn  
Georgetown: Vida Johnson  
Georgia: Usha Rodrigues  
Georgia State: W. Edward Afield  
Houston: David Kwok  
Howard: Sha-Shana Crichton  
Kentucky: Scott Bauries  
Lincoln Memorial: Matthew Lyon  
LSU: Raymond Diamond; Melissa Lonegrass  
Louisville: Russ Weaver  
Loyola-New Orleans: Mitch Crusto  
Maryland: Donald Tobin  
Mercer: Anthony Baldwin  
Miami: Osamudia James

Mississippi: Ron Rychlak  
Mississippi College: John Anderson; Rich Meyer  
Missouri-Columbia: Lawrence Dessem  
Missouri-KC: Irma Russell; Nancy Levit  
North Carolina: Jeff Hirsch  
North Carolina Central: April Dawson  
Northern Kentucky: Matthew Tokson  
Nova Southeastern: Joel Mintz; Kathy Cerminara;  
Gail Richmond  
Regent: Michael Hernandez  
Richmond: Corinna Lain  
Samford: Alyssa DiRusso  
South Carolina: Colin Miller  
South Texas: Charles Rhodes  
Southern: Alfreda Diamond  
Southern Methodist: Jenia Turner  
St. Louis: Doug Williams; Marcia McCormick  
St. Mary's: Colin Marks  
St. Thomas: Ira Nathenson  
Stetson: Louis Virelli; Ellen Podgor; Christopher  
Pietruszkiewicz; Rebecca Trammell  
Tennessee: Joan Heminway; Bradley Areheart; Ben  
Barton  
Texas: Jennifer Laurin  
Texas A&M: Michael Z. Green  
Texas Southern: E. Ericka Kelsaw  
Texas Tech: Arnold Loewy  
Virginia: Leslie Kendrick  
Wake Forest: Jonathan Cardi  
Washington (St. Louis): Robert Kuehn  
Washington & Lee: Margaret Hu; Peter Jetton  
West Virginia: Vince Cardi  
William & Mary: Nancy Combs

**Affiliate Member Schools (no voting rights)**

Brooklyn: Nina Farber  
California-Hastings: Laurie Zimet  
California Western: Barbara Cox  
Case Western Reserve: Juscelino Colares  
Cincinnati: Jennifer Bard  
Indiana-Bloomington: Leandra Lederman  
Indiana-Indianapolis: Nicolas Terry  
Iowa: Paul Gowder  
Lewis & Clark: Samir Parikh  
Loyola Los Angeles: Katherine Pratt

Marquette: Paul Secunda  
Michigan State: Phil Pucillo  
Nebraska: Adam Thimmesch  
Nevada-Las Vegas: Stacey Tovino  
New York Law: Frank Bress  
Pepperdine: Victoria Schwartz  
Syracuse: Hannah Arterian  
Widener Commonwealth: Juliet Moringiello  
Western Michigan (Cooley): Patrick Tolan

John Plummer, Chief of Staff  
Mrs. Tommie Castleman, Jeremy Castleman, and Sarah Castleman

## Appendix A: 2016-17 Officers and Board Members

The following individuals will serve in 2016-17. Those elected at the meeting are indicated in italics. The individuals appointed to serve as deputy executive director and deputy corporate compliance officer/secretary are indicated in small capital letters. (Deputies are non-board officers.)

Jeff Hirsch (Past-President)	JOAN HEMINWAY (Deputy Corporate Compliance Officer/Secretary)
Nancy Levit (President)	David Partlett (Treasurer)
<i>Billie Jo Kaufman</i> (Vice-President/President-Elect)	Michael Z. Green (At-Large; term ends 2017)
Russ Weaver (Executive Director)	Marcia McCormick (At-Large; term ends 2018)
LINDA JELLUM (Deputy Executive Director)	<i>Lou Virelli</i> (At-Large; term ends 2019)
Gail Richmond (Corporate Compliance Officer/Secretary)	

## Appendix B: Rotation of Presidency

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

2018: Mississippi and Louisiana (president-elect elected at 2017 meeting)  
2019: Texas  
2020: Tennessee and Kentucky  
2021: Virginia and West Virginia  
2022: Georgia and Alabama  
2023: Florida  
2024: North Carolina and South Carolina  
2025: Arkansas and Missouri  
2026: Maryland and District of Columbia

## Appendix C: 2015-16 Committee Reports

### **Beginning and Newer Law Teachers Workshop Committee (Steve Friedland, Elon University, Chair)**

The Newer Law Teacher Committee for the 2016 SEALS Program designed a variety of presentations directed at both new and newer law teachers. These programs likely will be of interest to veteran professors as well. The Committee decided to continue basic sessions in demand, while also creating new and topical complementary panels. Scholarship matters to the newer law teacher so we are again offering a core session presented by top-notch scholars, “Scholarship Nuts and Bolts.” What is known as “the deans panel,” (“What Deans Would Tell Newer Law Professors If They Asked”), has become a part of the core foundation of the program and will be offered again. There will again be a discussion group on methods and means for mentoring students, particularly those who are first generation professionals without role models to guide them. The essential panel on teaching, “Philosophies and Approaches to Law School Teaching,” is being offered again by some terrific and dedicated law teachers. This foundational session is complemented by other teaching-focused panels, including two new and pragmatic sessions, “Teaching Nuggets: Takeaways for and by Law Professors,” and “Ways to Improve Teaching and Learning.” The latter session offers ideas on the new ways to teach beyond traditional boundaries, including flipping the classroom and adopting various forms of advancing technology. Because of the importance of assessment under the new A.B.A. Standard 302 on learning outcomes, a discussion group about assessment will be offered—“Formative Assessment and Learning Outcomes: Implementing A.B.A. Standards Easily and Effectively.” This session features Bill Adams, the Deputy Consultant of the A.B.A.’s Section of Legal Education and Admissions to the Bar. Brand new for 2016 is a blending of substantive law teaching and legal writing in the panel, “The A.B.A. standards and

Meaningful Feedback—What does that Mean.” Another brand new offering concerns the important intersection of law school and identity issues, from professional identity to race, gender, sex orientation and more, “Identity Issues Inside and Outside the Classroom.” Further, since this section was developed to help new and newer law professors transition through the stages of their careers, there will be a new panel discussing all of the issues that arise with changing schools or job description, “Changing Jobs and Changing Roles: Perspectives on the Arc of a Legal Academic Career.” For many teachers who become associate deans, administrative directors or just change schools, there is no real or formal preparation. This panel hopefully will provide a useful source of information. Finally, the Committee observed that despite the comprehensive nature of the workshops offered, we still had left out an important component of any gathering of law teachers—the opportunity for camaraderie in an informal setting. Thus, for the first time, the Committee is stewarding a dinner for anyone who desires to go to dinner with other newer law professors and make connections.

### **Call for Papers Committee (Ron Rychlak, University of Mississippi, Chair)**

This year the Call for Papers Committee was made up of Professors Bill Araiza (Brooklyn), Michael Green (Texas A&M), Steve Friedland (Elon), and Marco Jimenez (Stetson), as well as the chair. Russ Weaver put out the call for papers in late September, with a submission deadline of December 1. As always, it was noted that submissions may be on any topic related to law and may involve either an unpublished paper or an abstract, but the call also explained that in the past the judges have tended to favor completed papers over promising abstracts. We received approximately 22 submissions, which was a slight decrease from last year but about the same as two years ago. Almost most all of the submissions were completed papers of a very high quality. The entire committee read each paper, and we had two rounds of voting. The winning authors and papers are: Professor David Fagundes, University of Houston Law Center, Property, Acquisition, and Happiness; Professor Meredith Harbach, University of Richmond School of Law, Nudging Parents; Professor Megan La Belle, The Catholic University of America, Columbus School of Law, Public Enforcement of Patent Law; Professor Matthew Tokson, NKU Chase College of Law, Knowledge and Fourth Amendment Privacy. They were all invited to present their papers at the annual meeting.

### **Distance Learning Committee (Rebecca Trammell, Stetson, Chair)**

Several members of our Distance Education Committee are also members of the Working Group on Distance Learning in Legal Education, and information about this project is posted as a link under the SEALS homepage Distance Learning tab. Thanks to the work of this group, including our members, the publication, *Distance Learning in Legal Education: Design, Delivery and Recommended Practices* was completed and copies have been sent to all law school deans. This is a tremendous accomplishment, and members of our Committee were key participants in making this happen.

In preparation for SEALS 2016, Committee members discussed past years’ activities and programs that were sponsored and offered by the Distance Education Committee. From 2012 through 2014 our Committee presented EXPOs offering real-time opportunities for SEALS members to view and interact with law courses taught online at various law schools. At the 2015 Conference, our Committee organized a Workshop on Distance Learning with four separate programs focusing on different aspects of Distance Education. After reviewing the Committee’s Distance Education programs and activities we decided to reprise our 2015 program, Distance Learning and Legal Education: Yesterday, Today and Tomorrow with a discussion program including many of the participants from 2015. We are also seeking to survey SEALS members and member schools to determine how the changes in ABA Standards is or may impact the role that Distance Learning in Legal Education.

### **Hospitality Committee (Tony Baldwin, Mercer, Chair)**

The 2016 SEALS Conference Hospitality Committee Directory was completed and submitted, and the Committee will host a new event at the Conference. During the 8/4 Morning Break, Committee members will host the first “Newcomers Meet and Greet”. The “Meet and Greet” will serve as an informal opportunity for those attending their first SEALS Conference to ask questions and receive information about SEALS from Committee members.

### **Inclusiveness Committee (Margaret Hu, Washington and Lee, Chair)**

During the 2015-2016 year, the committee engaged in the following activities:

- Reviewed 2015 annual meeting survey responses for inclusiveness concerns
- Reviewed 2015 annual meeting new scholars survey responses for inclusiveness concerns
- Supported the recommendation to honor Kosher meal requests by conference attendees if supported by conference budget
- Encouraged review of conference sites and potential conference sites for compliance with Americans with Disabilities Act
- Encouraged review of conference sites and potential conference sites for compliance with federal anti-discrimination laws
- Committee served as liaison for communications with 26 minority faculty representatives from SEALS member institutions concerned with 2016 conference venue (Omni Amelia Island Plantation Resort and inclusion of “Plantation” in hotel name) and who wished to remain anonymous
- Recommended the arrangement of alternative hotel accommodations for 2016 SEALS conference
- Recommended posting on SEALS website statement from Board on actions taken in response to concerns expressed about 2016 conference venue, including notice of resolution passed by Board not to return to Omni Amelia Island Plantation Resort hotel until “Plantation” is removed from hotel name
- Recommended posting on SEALS website letter from Board to Omni Hotel corporate leadership stating concerns regarding the inclusion of “Plantation” in hotel name

### **International Committee (Rich Meyer, Mississippi College, Incoming Chair)**

The International Committee continued to strengthen its relationship with the European Law Faculties Association. After hosting the ELFA President Laurence Gromley at the 2015 SEALS Conference, Committee members Pat Hugg, Greg Bowman, Jennifer Bard & Rich Meyer attended the annual ELFA conference at the University of Groningen, The Netherlands. Pat, Greg & Rich constituted a special SEALS panel at the Conference and presented on US Cuba Rapprochement. The Committee & ELFA have an informal agreement that ELFA leadership have a standing invitation to the SEALS Conference, and that the ELFA Conference will continue to host a panel of SEALS speakers. Laurence and new ELFA President Vera Kalvodova will be attending the International Committee meeting at the 2016 conference, where we hope to continue to expand our cooperation. MC Law continues to host videos of past Committee presentations through its web page.

### **Mentor Committee (Ben Barton, Tennessee, and Kathy Cerminara, Nova Southeastern, Co-Chairs)**

We love the process of finding and guiding mentors for the new scholars and commentators for the works-in-progress panels. We think those panels—and the matching of mentors/discussants with new or seasoned scholars—are the heart of the SEALS experience.



We have routinized a good process for efficiently stocking New Scholar panels with mentors, by having each member of the Mentor Committee match mentors for one or two panels. We always face the challenge of late cancellations or additions, but we keep a roster of emergency mentors for these occasions, and that has helped. This year we also found discussants for the new(ish) Works-in-Progress panels, a natural offshoot of our mentor-finding.

We keep a list of mentors, with their subject areas of expertise and we also track which mentors have worked well or not so well on our “naughty or nice” list. As per usual, we are very grateful to the Chair of the New Scholars Committee, Missy Lonegrass, who is a wizard of panel creation and is always a pleasure to deal with.

**Moderator and Coordination Committee (Jancy Hoeffel, Tulane, Chair; Lucas Osborn, Campbell, Vice-Chair)**

The trend this year continues as it has in past years that many panels and discussion groups have already found moderators for themselves. The Committee found approximately 40-50% of the moderators. Committee members find the majority of these moderators when they put the call out in their own institutions. However, more than in the past, we had to rely on a mass email from Russ Weaver to find additional moderators. We learned from some that as schools tighten belts, less faculty have the funds to come to the conference at all.

While in the past, we have left Discussion Groups to find their own moderators, we did have to nudge them this year to identify one (which meant emailing the entire group). It would be easier if in the future the organizer of the group were simply designated the moderator from the beginning.

We also strive to have the moderators contact the panelists as early as practicable as we have found this is a prime way to learn that panelists are not planning to attend. For all purposes, it would be helpful if the moderator committee had access to the list of persons who proposed panels or discussion groups as we have found that information could have been useful this year.

As in the past, we will have committee members on assignment at the conference to ensure panel moderators show up and have what they need for a successful panel.

**New Scholars Committee (Missy Lonegrass, Louisiana State, Chair)**

Soon after the 2015 Conference ended, the Committee prepared and circulated its annual New Scholars Survey in cooperation with the Mentors Committee. New Scholars who participated in the 2015 program generally reported that the SEALS New Scholars Program was a positive and enriching experience. Those results were in line with results from past surveys. However, the response rate for the survey was low, with only 11 of our 33 participants sending feedback. The Committee will work to increase our response rate following the 2016 Annual Meeting by getting the survey out quickly following the conference and following up repeatedly with participants asking for their feedback.

Beginning in the fall and extending into the spring, the Committee accepted nominations to the 2016 New Scholars Program and organized participants into panels. As was the case in 2015, the number of participants in the 2016 New Scholars Program is quite low compared to past years. The 2016 New Scholars Program includes 35 participants organized into 11 panels. The Committee believes that the low numbers are caused by stagnation in faculty hiring and decreases in travel budgets, even for untenured faculty. We would like to increase participation at future meetings; however, this may be difficult to do without changing the fundamental purpose and scope of the New Scholars Program. As long as numbers remain

low, we will continue to make our best efforts to organize the papers thematically and provide participants with ample opportunities for feedback and interaction with senior scholars.

The Committee's Junior Scholars Works-in-Progress Workshops (held in 2014 and 2015) have been further developed and spun off into a new program, the Works-in-Progress Series. As a result, the 2016 Works-in-Progress series was organized by Louis Virelli with the assistance of an ad hoc committee. Future iterations of the Works-in-Progress series will be organized entirely by the new Works-in-Progress Series Committee.

The New Scholars Committee also continued its tradition of organizing one substantive panel on a topic of teaching, scholarship, or service and geared toward beginning or newer law faculty. This year's program is titled "Productive and Fulfilling Scholarship Across the Tenure Spectrum." The program is designed to cover strategies for achieving scholarly success and satisfaction both before and after tenure. Committee members selected panelists from across the tenure spectrum: years 1–2, years 3–4, years 5–6, and post-tenure who can provide advice and perspective to attendees about all manner of scholarly activities.

Finally, the Committee has continued in its new emphasis on socializing and networking opportunities for the New Scholars. The New Scholars Happy Hour will be held on Friday, August 5 at which New Scholars and their guests can meet and interact in a relaxed and convivial atmosphere.

#### **Program (Content) Committee (Russ Weaver, Louisville, Chair)**

The committee accepted program submissions, prepared the program, and worked with other committees as needed.

#### **Program Advisory Committee (Jonathan Cardi, Wake Forest, Chair)**

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. Committee input was not needed for the 2016 meeting.

#### **Program Formatting Committee (Ben Cooper, University of Mississippi, Chair)**

The Program Formatting Committee this year successfully performed its mission: formatting the full conference schedule and day-at-a-glance. The committee worked very well together in proofing the schedule and dealing with a large volume of changes prior to the conference. We also worked with a graphic designer to make the final formatting of the program and day-at-a-glance, and then sent the programs to West to have those documents printed and sent to the hotel.

The other major area for the committee was to continue working with Peter Jetton to update the electronic program submission system. In particular, we frequently sought modifications of the system to better fit with the program layout, which Peter was almost always able to accommodate.

#### **Prospective Law Teachers Workshop Committee (Bradley Areheart, Tennessee, and Leah Chan Grinvald, Suffolk, Co-Chairs)**

2016 marked the fourth consecutive year of the workshop, and with four years under our belt, we can now see some of the results. Of the 24 candidates to have participated in the workshop since 2013 (not counting the 2016 candidates), all but three candidates are currently employed in an academic institution. While the workshop cannot take all the credit for assisting these candidates in their job searches (particularly those from 2015 that are still in the academic positions they held while participating in the

workshop), it is gratifying to see that many have clearly benefited from the workshop and the programming that we offer to them.

This year, we were again quite successful in raising awareness of the workshop among the many fellowship and Visiting Assistant Professor programs around the country. The committee received 23 applications to participate in the workshop, which was about one less than last year. Due to the efforts of the chairpersons and the willingness of the faculty volunteers, we were able to accept 12 candidates, which was an increase of three from the year prior. We currently have 36 faculty volunteers lined up for the mock interview sessions. This means that we can provide each candidate with mock interviews that are closely related to the real experience at the AALS meeting, as each interview room will have at least three faculty volunteers “interviewing” a candidate at one time. Each candidate will have three mock interviews. In addition, we have lined up over 25 faculty volunteers for the mock job talk sessions, which will mean that each job talk will have at least five members of the audience at any one time (as other candidates will sit in on the job talks as well). The faculty volunteers are from a wide range of schools across the country, representing approximately 27 different law schools.

In addition to the mock interviews and mock job talks, the workshop also provides candidates with a one-on-one CV feedback session, as well as a panel geared to them on navigating the job market. As in years past, we coordinated with the New Professors Workshop on dates so that the candidates can take advantage of their programming on teaching, research, and service. This ensures that the candidates are provided with a well-rounded and rich workshop and experience at SEALS, hopefully helping them to prepare for the upcoming market. We hope that the workshop will continue to be able to expand to include additional candidates and faculty volunteers next year.

**Scholarly Research Committee (Roger Fairfax, George Washington, and Ronald Krotoszynski, Alabama, Co-Chairs)**

Roger Fairfax and Ron Krotoszynski, the co-chairs of the SEALS Scholarship Committee, convened a meeting of the Scholarship Committee at the 2015 annual meeting to discuss the ways in which the committee, and SEALS, could provide enhanced support and opportunities for scholarship and scholarly engagement. Specific ideas included linking substantive panels to publication opportunities (as is increasingly common with certain AALS section panel programs) and also creating partnerships with particular academic publishers—with an eye toward making book-form publication of SEALS panels possible. The Executive Director, Russ Weaver, suggested that Carolina Academic Press, in particular, had expressed strong interest in forming such partnerships. The committee was skeptical that attempting to self-publish papers through SEALS would provide an effective forum for such work—at least if the publication via SEALS was the only means of distribution. On the other hand, however, the committee also discussed the posting of papers online, through the main SEALS website, and there was general agreement that if the Technology Committee can accomplish this without undue difficulty, making papers available on line as a matter of course would be useful.

In addition, the Scholarship Committee discussed the programming currently dedicated to facilitating scholarship by both junior and more senior law faculty members. The general consensus was the annual programs on law review, monograph, and casebook publishing should continue on an annual basis and provide a valuable resource for SEALS attendees. There was some debate about whether the annual sessions were worthwhile—in that the content is somewhat similar from year to year. The strong consensus was that there are always “first time” SEALS attendees, including both junior and senior faculty, and that our efforts to help VAPS and those interested in entering the teaching market make annual programs on various publishing formats necessary—perhaps even essential.

Finally, the committee encouraged the Executive Director to continue his outreach efforts with both university press and casebook publishers. A strong consensus exists that SEALS adds real value to attendees by making it possible for them to meet with acquisitions editors easily and in a low key environment. To the extent that these representatives might also speak about what makes for a successful program and emerging trends in university press and casebook publishing, so much the better. Having annual panels, featuring acquisition editors, helps to facilitate good working relationships between SEALS conference attendees and publishers.

In sum, the Scholarship Committee reviewed and endorsed the current programming efforts that have become part of the annual meeting. In terms of new initiatives, a strong consensus exists that SEALS should not attempt to self-publish panel papers, but should provide information and a mechanism for partnering with student-edited law reviews and book format publishers. It also endorses the posting of papers associated with panels via the SEALS website. Finally, the committee believes that although there is substantial overlap each year with respect to publishing panels, they should continue to be scheduled on an annual basis.

### **Sponsorship Coordinator (Billie Jo Kaufman, American)**

Regular sponsorships seem to occur without much on-going work or prodding. Although some potential sponsors indicate they will sponsor, but do not ultimately finalize an agreement, we continue to add new sponsors each year.

There have been many mergers and partnerships that have lessened the numbers of opportunities. Many companies are seeing their “sponsorship” and marketing dollars dwindle.

SEALS members tend to stop at book related tables and attended BAR/BRI and CaseBook Plus presentations in healthy numbers, so some vendors appear to want “access” to attendees in a manner other than “stopping” by the table. I almost always get requests for “attendees” to demonstrate the “need” and numbers to their respective bosses.

Vendor location can be a problem when the venue does not have sufficient space in the registration area. Split exhibit areas complicate networking opportunities.

We may make sponsorship opportunities more formal; I have given Board members information about how AALS recognizes sponsors. The formal public thank-yous are particularly well received.

### **Website, Technology & Communications Committee (Peter Jetton, Washington & Lee, and John Keyser, Stetson, Co-Chairs)**

The committee met during SEALS 2015 to discuss projects for the coming year, with a continued focus on improvement and enhancements to the SEALS panel/discussion group system. We met in conjunction with the scholarship and program formatting committees, and this produced some suggestions to make the submission data more accurate as well as new features to promote scholarship. Based on these discussions, Peter Jetton began developing two new features for the submissions systems. The first involved consolidating previous conference presenter information to build a user database that would allow submitters to enter proposals more quickly and more accurately. This enhancement was developed and implemented during the submissions cycle for the 2016 conference. Peter also began developing a user profile system that would allow the members of the database to manage their own information, such as names and institutional affiliations, and to upload papers and other materials related to their panels and discussions groups. Development of this component is ongoing but should be available at the launch of

the next submission cycle. Committee participation will be critical in helping to test this new component when the time arrives.

A conference app will again be available for mobile devices, provided by the vendor CrowdCompass. The adoption of the app during the last conference was impressive. There were 324 unique users of the app and nearly 7000 views of session information.

### **Works-in-Progress Committee (Louis Virelli, Stetson, Chair)**

We are happy to report a successful first year of the Works-in-Progress Committee as a stand-alone committee. We are excited about the prospect of bringing scholars together to talk about work that is still in varying stages of development and look forward to some enlightening and dynamic discussions at the 2016 Annual Meeting.

We have put in place a process for soliciting contributions and matching presenters with other scholars in their general area of expertise that worked well. Matching participants by subject area was challenging, especially in light of our commitment to allow authors to submit on any topic they wish, but the end result came together rather nicely. Getting commitments from participants several months in advance of the Annual Meeting, along with an abstract of their submission, helped in that process and has seemed to limit the number of late cancellations. In order to further protect against the cancellation problem, we kept a waiting list of potentially interested participants who, for whatever reason, were unable to meet the initial submission deadline. That waiting list has helped fill the few late openings we have experienced. Finally, the provision of individualized commentators to those panelists who requested them has been a popular and, in our view, hugely beneficial feature of the Series.

We owe a tremendous debt of gratitude to everyone who agreed to serve as moderators and commentators in the Works-in-Progress Series, as well Ben Barton, Kathy Cerminara and the entire Mentor Committee for their help in finding commentators, Jancy Hoeffel and the Moderator and Coordination Committee for help in identify replacement moderators, and Missy Lonegrass and the New Scholars Committee for offering great advice and a prime example of how a program like ours should be run.