

College of Law Comprehensive Report

**FAMU Board of Trustees
Special Committee on the College of Law
June 2022**



Comprehensive Report on the College of Law

- **Executive Summary**
- **Implementation Status and Next Steps**

Comprehensive Report: Executive Summary

Recommendations	Strategies	Related Observation / Recommendations from Contracted Experts
<p>Recruit and retain students in line with our important mission whose incoming credentials demonstrate that we can support them to success on the bar and in the profession.</p>	<ul style="list-style-type: none"> - Aid students in line with the market - Optimize the College’s admissions strategy and processes to target diverse applicants the College can support to success - Build pipelines of high-achieving diverse students 	<ul style="list-style-type: none"> - Focus initial bar passage improvement efforts on recruiting and retaining highly qualified students in line with the College’s mission as one of the six HBCU law schools in the country, specifically including increased resources to support this effort (Currier) - 1L thru 3L estimate would be \$1.9m to \$2.7m (Enrollment by Design) - A plan that provides the law school with \$1 million of funding for student recruitment and retention per entering class, phased in over three years for a total of \$3 million of additional recurring funds for this purpose will give the law school a very good opportunity to move its student recruitment successes to a point where a sustainable first-time bar pass rate of 80 percent is a reasonable expectation (Currier)
<p>Stabilize the College’s staff, infrastructure, and facilities to consistently provide students with the wrap-around support they need to thrive.</p>	<ul style="list-style-type: none"> - Fully staff student services departments to consistently provide excellence with caring - Address extant facilities issues; specifically, security and parking - Provide end-to-end academic programming that meets our students where they are at admission 	<ul style="list-style-type: none"> - Marshal the resources necessary to provide the level of wrap-around services necessary to support students to success (Currier) - Consider staff salary increases to match Florida comparators (Hanover) - [LRW] classes are unusually large (Zimet) - Students mentioned customer service concerns across constituencies including administrative decisions, faculty and staff (Zimet)

Comprehensive Report: Executive Summary

Recommendations	Strategies	Related Observation / Recommendations from Contracted Experts
<p>Provide the faculty with the development and resources they need to align both curriculum and pedagogy with best practices in student success and to adapt to changing circumstances.</p>	<ul style="list-style-type: none"> - Stabilize the faculty by making full-time hires to cover the foundational curriculum - Provide the faculty with development and resources to optimize both curriculum and pedagogy - Improve the assessment tools and processes to maximize the utility of the data collected 	<ul style="list-style-type: none"> - Take a data-driven approach to supporting faculty in their efforts to align curriculum and pedagogy to student success by: <ul style="list-style-type: none"> * improving the course evaluation tool and process; * deploying LSSSE; and * implementing the recommendations in prior consultant reports and the data in the BABRI study to address extant issues (Currier) - To ensure that FAMU Law attracts high-quality faculty within the state as well as nationally, consider a faculty salary increase (Hanover) - Continue to invest in high-quality faculty. Most respondents rate their relationships with faculty as “good” or “excellent.” Additionally, the learning outcomes of participating alumni were generally positive (Hanover) - The law school needs a system for data compilation, interpretation, and reporting (Zimet)
<p>Maximize the College’s fundraising capabilities.</p>	<ul style="list-style-type: none"> - More effectively engage alumni and potential donors - Deepen the College’s capacity to write and administer grants - Broaden and deepen the College’s media reach 	<ul style="list-style-type: none"> - Cultivate a strong alumni network. While the earliest graduates of FAMU College of Law did not have alumni to draw upon, only one-quarter of all alumni received help finding a job from the College’s alumni network. FAMU College of Law should engage alumni and build an intentional community of alumni and current students (Hanover) - 1L thru 3L estimate would be \$1.9m to \$2.7m (Enrollment by Design) - A plan that provides the law school with \$1 million of funding for student recruitment and retention per entering class, phased in over three years for a total of \$3 million of additional recurring funds for this purpose will give the law school a very good opportunity to move its student recruitment successes to a point where a sustainable first-time bar pass rate of 80 percent is a reasonable expectation (Currier)

- As of May 23:
 - 97 seat deposits for the entering Fall 2022 cohort
 - the cohort has a median LSAT of 150 and a median UGPA of 3.49
 - the College has committed over \$300,000 in scholarship funding for this cohort
 - the cohort is 39% Black and 76% students of color
- Next steps:
 - complete seating the class by June 15 while maintaining the cohort's credentials, and increasing mission matriculants, within the funds available for scholarships
 - complete quantitative and qualitative data analyses to develop robust admissions profile
 - revise admissions processes to allow the Committee to focus on mission applicants whose incoming credentials suggest between a 50% and 70% chance of passing the bar exam
 - ensure adequate funding for retention scholarships

Implementation Status: Stabilizing the Staff, Infrastructure and Facilities

- The College has open searches for the following positions
 - Assistant Dean, Career Planning and Professional Development
 - Coordinator, Career Planning and Professional Development
 - Assistant Registrar
 - Program Assistant, Legal Clinic and Field Placement
 - Program Assistant, Floater
 - Data Analyst
- Next steps:
 - complete all of the searches referenced above
 - hire an Assistant Dean, Admissions
 - hire a Program Assistant, Academic Success and Bar Placement
 - hire a Director of Technology
 - develop a process for early disbursement of financial aid
 - purchase shuttle and hire to staff it
 - complete assessment and upgrade of security infrastructure
 - improve processes to ensure efficiency
 - assess and address staff development needs
 - foster a culture of collaboration

- The College hired three faculty members who started in Fall 2021; Director of the Legal Clinic and Field Placement Program, a Professor (Constitutional law), and a legal research and writing Instructor
- The College is in the process of hiring three faculty members to start in Fall 2022; Assistant Professor (Property), Assistant Professor (Business Organizations), and a legal research and writing Instructor
- Next steps:
 - complete hiring process for faculty members starting in Fall 2022
 - plan faculty development for academic year 2022-2023 focused on pedagogy, assessment, and the NextGen bar exam
 - complete assessment of ASBP program structure and implement restructuring
 - develop and deploy recruitment strategy to hire 4-5 faculty to start Fall 2023 to include Director, Legal Research and Writing and three to four Assistant / Associate / Full Professor (doctrinal)

- As of May 23, 2022, the College has raised \$275,000 this year
- The College has hosted 7 of 20 planned 20th Anniversary celebration events:
 - State of the College (November 2021)
 - Street Renaming (November 2021)
 - Economic Justice Panel & Reception (November 2021)
 - Classic Tailgate (November 2021)
 - Legacy Alumni Spotlights (February 2022)
 - Judges Gallery Unveiling (May 2022)
- Next steps:
 - Execute remaining 20th Anniversary celebrations, including:
 1. FAMULY Reunion (June 2022)
 2. Rattlers for Justice Day on Main Campus (September 2022)
 3. 20th Anniversary Gala (October 2022)
 4. State of the College (November 2022)
 - complete assessment of staffing needs to maximize social media engagement, support grant funding and assist with event logistics
 - plan engagement opportunities for friends of the College
 - develop database of FAMU undergraduates who are lawyers and plan for engagement

Questions?



FLORIDA A&M UNIVERSITY

Founded in 1887 as the State Normal College for Colored Students, Florida Agricultural and Mechanical University (FAMU) is the only historically state supported educational facility for African Americans in Florida. It has always been co-educational. In 1890, the second Morrill Act was passed. This enabled the school to become the Black Land Grant College for the State of Florida. west of its original location