The students, faculty, and staff of the Seattle University School of Law recognize that all members of the University community benefit from experiencing the different points of view that a diverse student body brings to the legal process. The Law School also recognizes its larger responsibility to ensure that the bar and bench, as well as society in general, are beneficiaries of a legal profession whose members reflect this nation’s incredibly rich cultural, ethnic, religious, and socio-economic diversity. In fulfillment of this responsibility, the Law School is strongly and steadfastly committed to the recruitment and retention of students from historically underrepresented and/or disadvantaged groups. The Seattle University School of Law Mission Statement reads in part: “Our students are, and will remain, distinctive and diverse. We admit students whose life experiences and talents demonstrate the ability, intellect, and character to complete our program successfully, whether they are entering directly after college, changing careers, or combining legal education with their ongoing professions. We actively seek diversity in our community, welcoming qualified persons of different races, ethnicities, religions, ages, disabilities, genders, sexual orientations, socioeconomic backgrounds, and points of view.” This report provides information on our continued efforts and success in recruiting, enrolling, and graduating minority students and attracting diverse faculty and staff to the Seattle University School of Law community.

MINORITY GRADUATES PRACTICING LAW IN KING COUNTY

Since the first graduating class in 1974, Seattle University School of Law has had a profound impact on diversifying the legal profession within this state. Between 2004 and 2008, 410 persons of color received a law degree from Seattle University School of Law. Of that number, 302 graduates currently work in King County and the surrounding counties. (These numbers were determined by reviewing our alumni records, as well as the records of the Washington State Bar Association.) Thus, approximately three-fourths of our minority graduates pursue careers in King County, and taking into account the current student enrollment, the following pattern emerges:

<table>
<thead>
<tr>
<th>RACE</th>
<th>2004-2008, # in King County region</th>
<th>2009 Graduates Total</th>
<th>2010 Prospective Graduates</th>
<th>2011 Prospective Graduates</th>
<th>2012 Prospective Graduates</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian</td>
<td>10</td>
<td>5</td>
<td>3</td>
<td>1</td>
<td>6</td>
</tr>
<tr>
<td>Asian American</td>
<td>153</td>
<td>38</td>
<td>42</td>
<td>45</td>
<td>37</td>
</tr>
<tr>
<td>African American</td>
<td>45</td>
<td>10</td>
<td>10</td>
<td>13</td>
<td>8</td>
</tr>
<tr>
<td>Hispanic American</td>
<td>50</td>
<td>15</td>
<td>17</td>
<td>16</td>
<td>12</td>
</tr>
<tr>
<td>White-Middle Eastern</td>
<td>3</td>
<td>5</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>Multicultural</td>
<td>41</td>
<td>25</td>
<td>17</td>
<td>22</td>
<td>17</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>302</strong></td>
<td><strong>98</strong></td>
<td><strong>91</strong></td>
<td><strong>100</strong></td>
<td><strong>84</strong></td>
</tr>
</tbody>
</table>

In our 2009 graduating classes, there were 98 minority graduates. There are 275 students of color currently enrolled in the law school (down from a record high of 292 last year and 284 the year before). Although this number is down slightly, our efforts have not diminished and we are confident that we will continue to enroll the highest number of students of color of any law school in this region. Based on history, we project that over the next three years 260 additional Seattle University School of Law minority graduates will choose to practice in this geographic area.
EFFORTS TO INCREASE MINORITY GRADUATES IN THIS GEOGRAPHIC AREA

**SCHOLARSHIPS FOR STUDENTS OF COLOR**

Scholarships for students of color have been a top funding priority at the law school for many years, and although slightly down from the previous year, dollars devoted to such scholarships continue to make up a significant portion of our scholarship dollars.

<table>
<thead>
<tr>
<th>YEAR</th>
<th># MINORITY SCHOLARS</th>
<th>TOTAL DOLLARS EXPENDED</th>
<th>NET VS. PREVIOUS YEAR</th>
</tr>
</thead>
<tbody>
<tr>
<td>2009-10</td>
<td>155</td>
<td>$1,219,373</td>
<td>-$77,739</td>
</tr>
<tr>
<td>2008-09</td>
<td>171</td>
<td>$1,414,634</td>
<td>+$356,814</td>
</tr>
<tr>
<td>2007-08</td>
<td>148</td>
<td>$1,057,820</td>
<td>+$142,866</td>
</tr>
<tr>
<td>2006-07</td>
<td>133</td>
<td>$914,954</td>
<td>+$234,954</td>
</tr>
<tr>
<td>2005-06</td>
<td>114</td>
<td>$679,000</td>
<td>+$136,500</td>
</tr>
<tr>
<td>2004-05</td>
<td>108</td>
<td>$542,500</td>
<td>+$26,750</td>
</tr>
<tr>
<td>2003-04</td>
<td>97</td>
<td>$515,750</td>
<td>+$11,250</td>
</tr>
<tr>
<td>2002-03</td>
<td>93</td>
<td>$504,500</td>
<td>+$18,250</td>
</tr>
<tr>
<td>2001-02</td>
<td>102</td>
<td>$486,250</td>
<td>+$129,250</td>
</tr>
<tr>
<td>2000-01</td>
<td>81</td>
<td>$357,000</td>
<td>+$47,010</td>
</tr>
</tbody>
</table>

To augment financial assistance dollars generated by tuition revenues, the law school continues efforts to secure minority scholarship gifts from outside sources. In addition to the generous grants provided in recent years by the King County Bar Foundation, alumni, selected law firms, and a generous anonymous donor (who has created an endowment to provide scholarships for students enrolled in our nationally recognized Access Admission Program) have supported minority scholarships. The ARC Scholars endowment alone is now worth in excess of $8 million. This year the Law School was able to award $413,815 to support our ARC Scholars. **Disadvantaged students of color are the prime beneficiaries of these scholarships. During this academic year, we awarded ARC Scholarships to 50 students. Of the 50 recipients, 43 (86%) were students of color.**

This year, for the first time, we awarded a three-year, full-tuition scholarship to an admitted student who is an enrolled member of a federally recognized tribe. The successful recipient of this scholarship must demonstrate a commitment to Native issues, academic achievement and promise. Native Americans have one of the smallest bars in the nation, and Seattle University School of Law is committed to increasing the number of Native students who attend law school. We will offer this award on an annual basis.

As part of a continuing commitment to our mission of educating leaders for a just and humane world, each year we offer two Scholars for Justice Scholarships. The three-year, full-tuition scholarships are provided to encourage the Scholars to concentrate on public interest commitments while in law school and to engage in a career in public interest law upon graduation. Scholars are asked to make a moral commitment to devote much of their careers to public interest law or to donate to the School of Law an amount at least equal to award funds received. Of the 8 recipients of this scholarship, two have been persons of color.

Although we provide a substantial degree of financial support to our students of color, the cost of a legal education (particularly at a private school) is a significant barrier to many of our students. The average scholarship award is $9,000 (the range is from $4,000 to full tuition). The cost of attendance (which includes tuition, books, room and board) for a full-time first year student for the 2009-10 academic year was close to $54,000 a year. Since many of our students of color are interested in working with underserved communities rather than working in more lucrative positions, the potential debt load is even more daunting. Thus, increasing scholarship availability for our students of color continues to be a high priority for the Law School.
SCHOLARSHIP CRITERIA

All applicants of color (as well as candidates with physical disabilities or other documented disadvantages) are automatically given “special factor” consideration in the process of awarding scholarships because of these applicants’ ability to contribute in special and significant ways to the diversity and strength of the student body. Factors considered in determining those who receive scholarships, as well as the amount of each award, include:

1. Academic performance in relationship to personal history
2. Personal accomplishments (career history, community service, “life experience”, and related qualitative factors)
3. Financial need
4. Potential to “make an important difference” in the life of the law school and/or the legal profession

It is important to note that academic performance in law school (or at-entry statistical indicators such as the LSAT) is evaluated in light of the many obstacles persons of color must overcome. For example, renewal of scholarships for disadvantaged students (including, of course, disadvantaged students of color) is automatic if they rank in the top half of the class. Other scholarship recipients must rank in the top quarter for automatic award renewal.

ADDITIONAL FUNDING

- As noted above, the Law School is expending over $1.2 million this year on scholarships for students of color.
- In addition, to signify the Law School’s enduring commitment to such scholarships, we established a Minority Scholars Endowment Fund in 1999 to which alumni and friends are encouraged to contribute. Current market value of that fund is $532,716, from which we were able to award $25,445 for minority scholarships in 2009-2010.
- As a result of multiple gifts to the endowment to benefit alternative admission student scholars, we were able to provide an additional $413,815 annually in scholarships to our ARC Scholars. A majority of the recipients are students of color.
- With the help of our Seattle University colleagues, additional funds are raised each year via campus-wide events such as the Seattle University Gala and the COSTCO Scholarship Breakfast, the latter of which generates several hundred thousand dollars for student aid at the University of Washington and Seattle University. Although these funds are earmarked for undergraduate students, we have the opportunity to recruit these students to Seattle University School of Law.

STUDENT RECRUITMENT

Recruitment of applicants from historically underrepresented groups has been a foundational commitment of the law school since its founding in 1972. That commitment has grown in breadth and strength during the fourteen years we have been affiliated with Seattle University, an institution that embraces diversity as a fundamental part of its Jesuit mission. While many of our recruitment efforts are designed to increase our applicant pool, we also engage in activities that are designed to increase interest in the legal profession (pipeline programs). Our efforts focus not just on the immediate future. We endeavor to assist in promoting diversity in the legal profession by encouraging minority high school and undergraduate students to pursue a legal education.

PIPELINE PROGRAMS

1. In cooperation with the King County Bar Association and the University of Washington, we participate annually in the Future of Law Institute (FLI). Each summer, we bring over 60 high school minority and other disadvantaged students into the Law School. In addition, in cooperation with the Gender and Justice Commission of Washington, we presented the “Color of Justice Program” to over 60 students from the Chief Leschi Tribal School in Puyallup, the
African American Academy, the Urban League Student Scholars Program, and St. Therese Catholic School. The program is targeted to students of color and women to encourage them to consider the legal profession as a viable career option. This summer we will once again present, along with the Alaska Association of Women Judges, “The Color of Justice Program”, targeted to native Alaskans.

2. We participate in the Youth and the Law Forum in Yakima and the Youth and Justice Forum in Pasco. Our Assistant Director for Student Life is serving on the Planning Committee for next year’s Youth and Law Forum in Yakima and the Youth and Justice Forum in Pasco. We assist in organizing panels of current law students of color to make presentations to high school students interested in a career in law, including the Youth and the Law Forum in Seattle.


4. In June 2010, Seattle University School of Law will host and help coordinate the Just The Beginning Foundation’s Summer Legal Institute (SLI). SLI is a 5-day program designed to introduce high school students of color to the legal system, expose them to careers in law, and provide them with practical tools for achieving their educational goals. Students work with judges, lawyers, and law students on legal reasoning, case analysis, writing, negotiation, and oral argument exercises. In addition, students and their parents/guardians/mentors receive college preparatory advice.

5. During “Discover Law Month” the Admissions Office hosted a visit from the Seattle Urban Academy. During this visit, high school students spoke to law students, alumni, college prep professionals, received a tour of the law school, and participated in a mock law school class.

6. We are involved in an on-going working relationship with Graduate Horizons, a program aimed at assisting Native American students in the admissions process to graduate school.

7. We have hired a law student as an admissions fellow to be responsible for outreach to local tribes and cultivation of prospective Indian law students. The fellow participated in the Canoe Journey in Suquamish, attended by representatives of over 60 tribes, and is working on developing relationships with Native Studies programs and Indian cultural centers.

8. We have developed partnerships with Evergreen State College and Western Washington University to facilitate a continuing relationship with students of color and economically disadvantaged students who are interested in law school.

9. In February, representatives from the Law School participated on a panel at the Conference on Pathways for Native American Students. The conference was organized and hosted by the Evergreen State College under grants from the Bill and Melinda Gates Foundation and the Lumina Foundation for Education. Over 200 participants from colleges and universities around the nation attended the conference.

10. We partnered with Heritage University to present a program to educate and develop local students as community leaders in the Yakima Valley. Approximately two-thirds of the students involved in the initiative are from low income Latino/Latina families; and one-third are from low income Native American families.

- GENERATING APPLICATIONS

Listed below are some of the many efforts made by our Admissions Office to increase the number of students of color in our applicant pool:

1. Direct mailings to targeted minority audiences.
2. Ongoing contact with local community groups servicing large numbers of persons of color.
3. Regular communication with pre-law and minority affairs advisors at selected colleges across the country.
4. Solicitation of minority alumni and students to refer prospective students of color.
5. Heavy use of minority alumni and students as “off-site” recruiters.
6. On-site recruiting by professional staff at colleges, universities, and recruiting forums where large numbers of minority prospects will be present (including recruitment visits to historically Black colleges and universities).
7. Participation in the following conferences in order to reach more students of color: South Carolina Bar Minority Pre-Law Conference, the Mid-Atlantic Pre-Law Conference, and the African Black Coalition.
8. Co-hosting the West Coast Consortium minority/students of color law fair.
9. Inclusion of prospective students of color in activities sponsored by the school's minority student organizations the spring before summer or fall admission.

- CONVERTING APPLICANTS TO MATRICULANTS

Once admitted, candidates of color are cultivated via a range of activities, including:

1. Calls and personal notes from currently enrolled minority students.
2. Letters of congratulations and offers of assistance from the Student Bar Association Diversity Representative.
3. A roster of names and business telephone numbers of minority law graduates, with a note encouraging admittees to contact these practitioners.
4. Orchestration of opportunities for dialogue between students of color and faculty members teaching in each student's areas of interest (as well as connecting faculty with students of color).
5. Highly individualized cultivation and follow-up by the Dean, the Associate Dean for Student Affairs, the Assistant Dean for Admission, faculty and staff of color, and others as appropriate.
6. Financial support to select out-of-state students of color to help defray costs of visiting the School of Law prior to enrollment.
7. Student of Color Phonathon to all admitted students of color.
8. Invitation to a special dinner for all admitted students of color hosted by the Office of Admissions and minority student organizations.
9. Coordinate outreach efforts to admitted students from the local minority bar associations.

- STUDENT RETENTION

Since the early 1970s, the Law School has offered targeted programs to increase access to legal education for historically underrepresented groups. These efforts have been enhanced and refined over the years to culminate in what is today known as our Access Admission and Continuing Support Program, a program cited by the ABA as one of the finest of its type in the country. The Washington State Bar Association awarded the 2006 Excellence in Diversity award to the School of Law in recognition of the contribution that this Program has made to diversifying the legal profession’s employment of ethnic minorities, women, and persons with disabilities.

The program offered at Seattle University might be viewed as our own expanded, intensified, and sustained in-house version of CLEO. But in contrast to CLEO:

1. We deliver our intensive summer program to students here at their home law school.
2. The students admitted through the Access Admission Program continue their studies with the support of their peer group from the summer, as well as with continued academic support offered via the Academic Resource Center for the students' entire tenure as law students.
3. We support the program (at a cost in excess of $340,000 per year) entirely on our own, with no federal, state, or other public financial assistance.

The Law School’s Access Admission and Continuing Support Program has received national attention for its success in enhancing the retention of students of color. Academic Resource Center Director Paula Lustbader, a 1988 graduate, is recognized as an innovator and expert in effective teaching techniques and academic support for the culturally diverse law classroom. Professor Lustbader has done extensive research and writing on learning theory, teaching methods, and diversity. She has presented at national and international teaching conferences and has chaired both the AALS Section on Academic Assistance
and the AALS Section on Teaching Methods. Professor Lustbader is joined by Brendon Taga (Class of 2008), Assistant Director of the Academic Resource Center and an Asian American.

In order to retain students of color, we make every effort to ensure that these students find a welcoming community. The Student Bar Association Diversity representative hosts a summer barbecue for all students of color. The Diversity Representative also organizes our annual “Diversity Week” and the Diversity Table talks in the Fall and the Spring. Professor Hank McGee, who is African American, and Ms. Chach Duarte White, a Latina and former Associate Director of ARC, now the Diversity Program Manager for the WSBA, host events in their homes welcoming African American and Latino/a students. The Law School administration also hosts an Access Summit to provide students of color an opportunity to become involved in admission and retention of students of color.

The School of Law provides significant support to our minority student organizations, including providing financial support so that our students may attend national conferences and local Minority bar dinners. Last year we hired Fe Lopez, a 2006 graduate of the School of Law and a Latina, as Assistant Director for Student Life. One of Ms. Lopez’s primary responsibilities is to develop diversity initiatives with student organizations and to coordinate these efforts with other administrative offices. Ms. Lopez is a member of all the minority bar associations in this region. She relays updates and announcements from the bar associations to students through our Minority List Serve (MLS). This list serve is open to all students who wish to learn of opportunities for our diverse student population, such as networking events, scholarships, internships, externships, and other opportunities.

Under the leadership of Ms. Lopez, Student Life partnered with the Access to Justice Institute to create the innovative and highly successful “Lawyering in a Diverse World” year-long training series for our law students. These are a series of engaging workshops designed to create awareness and empower law students and attorneys with skills and tools on a variety of issues related to diversity, and ultimately to give our students the competitive edge for effective lawyering in our increasingly diverse and complex world. The following site includes a list of the current and past trainings offered: http://www.law.seattleu.edu/Student_Life/Diversity.xml. Ms. Lopez also provided critical support to the student organizations who organize Social Justice Week in the fall and Diversity Week in the spring.

The Office of Alumni Relations, along with the Black Law Student Association (BLSA), continues to host our annual evening celebration honoring members of the alumni community who so generously contribute to students, BLSA and the School of Law. At the reception the Law School awarded both the BLSA Alumni Award and the BLSA Leadership Award. The Latina/o Law Student Association and the Office of Alumni Relations started this year what we anticipate will also become an annual event: The Latina/o Alumni Awards Reception. At this reception we celebrated our Latina/o alumni who exemplify the Law School's mission and who are giving back to our community. Two alumni were presented with our annual awards - the La Justicia Award and the Spirit of Service Award. While we are justifiably proud of our alumni, these receptions are more than just an opportunity to celebrate them. The receptions also allow our current students of color to connect with alumni of color, establishing important mentorship relationships and inspiring our current students to achieve success.

### CENTER FOR PROFESSIONAL DEVELOPMENT

In addition to participation in minority placement programs sponsored by external groups (i.e., 1L Minority Clerkship Program, Minority Job Fair), the law school devotes ongoing attention and institutional resources to the special interests and concerns of our minority students when it comes to securing legal employment, both during law school and thereafter.

Our Center for Professional Development (formerly Career Services) staff regularly engages in job development and networking activities for students of color by contacting alumni, members of key University leadership groups, and other friends for position vacancies, help with informational interviews, and professional development advising. Beyond providing the individualized services available to all students, we recruit minority lawyers to serve as mentors for students of color, and we sponsor several career services workshops each year designed primarily for minority students. In addition we provide financial and human resource assistance to our minority student groups who wish to bring panels of minority lawyers and judges to the School of Law. To enhance services to students, the Center is staffed by four attorneys. Stacy Lara-Kerr, Associate Director of the Center for Professional Development and a Latina, focuses on advising and program development for our students of color.
ATTRITION

Every student accepted to Seattle University School of Law has the ability to be a successful student. For a variety of reasons, some students choose to leave law school. The table below provides attrition statistics for the last three years:

<table>
<thead>
<tr>
<th>Reason</th>
<th>2008-09</th>
<th></th>
<th>2007-08</th>
<th></th>
<th>2006-07</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Total</td>
<td>Minority</td>
<td>Total</td>
<td>Minority</td>
<td>Total</td>
<td>Minority</td>
</tr>
<tr>
<td>Involuntary (Academic)</td>
<td>2</td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td>Transfer</td>
<td>6</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>12</td>
<td>1</td>
</tr>
<tr>
<td>Other</td>
<td>19</td>
<td>3</td>
<td>23</td>
<td>7</td>
<td>16</td>
<td>2</td>
</tr>
</tbody>
</table>

DIVERSITY OF STUDENTS, ADMINISTRATION & FACULTY

STUDENTS

Seattle University today enrolls the largest number of minority students and the largest percentage of minority students of any law school in the Pacific Northwest, as the chart below illustrates:

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>GONZAGA</td>
<td>33 (6%)</td>
<td>49 (8.7%)</td>
<td>53</td>
<td>67</td>
<td>76</td>
<td>80</td>
<td>84</td>
</tr>
<tr>
<td>IDAHO</td>
<td>37 (12%)</td>
<td>44 (14.3%)</td>
<td>42</td>
<td>31</td>
<td>28</td>
<td>25</td>
<td>20</td>
</tr>
<tr>
<td>LEWIS &amp; CLARK</td>
<td>135 (18.9%)</td>
<td>137 (18.9%)</td>
<td>133</td>
<td>136</td>
<td>143</td>
<td>127</td>
<td>122</td>
</tr>
<tr>
<td>OREGON</td>
<td>100 (18.8%)</td>
<td>94 (17.8%)</td>
<td>99</td>
<td>93</td>
<td>85</td>
<td>72</td>
<td>63</td>
</tr>
<tr>
<td>SEATTLE U</td>
<td>269 (25.8%)</td>
<td>271 (25.3%)</td>
<td>265</td>
<td>271</td>
<td>247</td>
<td>204</td>
<td>212</td>
</tr>
<tr>
<td>WASHINGTON</td>
<td>107 (20%)</td>
<td>111 (21%)</td>
<td>107</td>
<td>109</td>
<td>103</td>
<td>99</td>
<td>123</td>
</tr>
<tr>
<td>WILAMETTE</td>
<td>66 (15.4%)</td>
<td>52 (13%)</td>
<td>36</td>
<td>41</td>
<td>40</td>
<td>48</td>
<td>40</td>
</tr>
</tbody>
</table>


In order to achieve these results we evaluate each applicant holistically, taking into consideration not only the student’s numerical credentials but also the applicant’s personal background and record of accomplishments, including professional achievements, community service, and evidence of talents or backgrounds that will contribute significantly to the law school community. Special consideration is given to applicants from historically disadvantaged groups who have been underrepresented in the field of law. After admitting these outstanding applicants we work hard to enroll these students. The below chart provides information on admissions patterns for the last three years:

<table>
<thead>
<tr>
<th></th>
<th>2009</th>
<th></th>
<th>2008</th>
<th></th>
<th>2007</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Offers</td>
<td>Matriculants</td>
<td>Offers</td>
<td>Matriculants</td>
<td>Offers</td>
<td>Matriculants</td>
</tr>
<tr>
<td>African American</td>
<td>33</td>
<td>13</td>
<td>41</td>
<td>17</td>
<td>31</td>
<td>11</td>
</tr>
<tr>
<td>American Indian</td>
<td>18</td>
<td>5</td>
<td>16</td>
<td>1</td>
<td>15</td>
<td>5</td>
</tr>
</tbody>
</table>

1 A word about the above statistics, which are taken from the annual ABA report. The ABA has different categories for minority students and does not use a “multicultural” category. For ABA reporting purposes, we must therefore select an ethnicity for any of our students who check more than one box on the application. Once these students enroll, we include them in our statistics as multicultural. In addition, we are required by the ABA to report foreign nationals as a separate category. Some of our foreign nationals are also minority students. These students are not included in the above statistics but are included in our overall minority enrollment reports. Students who identify as White-Middle Eastern are also not included in the ABA minority enrollment statistics but are included in the Law School’s minority statistics.
When compared to our overall accept to enroll ratio, this year the rate of accept to enroll was almost identical for students of color and the overall applicant pool.

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Students of Color</td>
<td>33.3%</td>
<td>34%</td>
<td>38%</td>
<td>39%</td>
</tr>
<tr>
<td>Entire Pool</td>
<td>33.2%</td>
<td>32%</td>
<td>35%</td>
<td>38%</td>
</tr>
</tbody>
</table>

## ADMINISTRATION

Last December, the University concluded a very successful search for the next Dean of the School of Law. Regarding the finalists, one legal commentator opined, “It’s an interesting and impressive list both because the talent pool is pretty exceptional and all four individuals are people of color.” MARK NILES, an outstanding legal scholar and experienced academic leader, will become Dean of the Law School on July 1, 2010. Dean-Designate Niles, an African American, is a graduate of Wesleyan University and Stanford Law School. He served as a clerk for the Honorable Francis Murnaghan, Jr., of the U.S. Fourth Circuit Court of Appeals, as an associate at the D.C. firm of Hogan and Hartson, and as a staff attorney in the civil appellate division of the U.S. Department of Justice. He is currently Associate Dean for Academic Affairs and Professor of Law at American University, Washington College of Law. He teaches and specializes in civil procedure, administrative law, constitutional law, governmental liability, and law and literature. In announcing his appointment, Seattle University President Stephen Sundborg, S.J., remarked, “[Dean Niles] shares a commitment to academic excellence, social justice and diversity that are the hallmarks of the education provided by Seattle University.”

Other faculty of color will continue in their administrative roles at the law school. Professor LILY KAHNG, an Asian American, serves as Co-Associate Dean for Faculty Development. Professor MAGGIE CHON, an Asian American, will continue in her role as Associate Dean for Research & Centers. Professor TAYYAB MAHMUD who is South Asian American, is the Director of the Center for Global Justice. Professor ROBERT CHANG and Professor LORRAINE BANNAI, both Asian Americans, serve as the Director and the Associate Director, respectively, of the Fred T. Korematsu Center for Law & Equality. Professor CHRISTIAN HALLIBURTON, who is African American, is Chair of the Dean’s Planning and Advisory Committee.

Several key senior staff members are persons of color as well, including the Associate Dean for Student Affairs (DONNA DEMING, African American) the Assistant Dean for Admissions (CAROL COCHRAN, African American), the Director of Alumni Affairs (GRACE GREENWICH, African American), the Director of the Access to Justice Institute (DIANA SINGLETON, Asian American), the Associate Director of the Access to Justice Institute (MONIKA BATRA, South Asian American), the Assistant Director of the Academic Resource Center (BRENDON TAGA, Asian American), the Associate Director of the Center for Professional Development (STACY LARA-KERR, Latina), and the Assistant Director for Student Life (FE LOPEZ, Latina).

## FACULTY

During the fall 2008 semester, the Faculty of the School of Law adopted a Strategic Plan for 2008-2012. With regard to Faculty, the Strategic Plan includes the following objective: “We seek to build an internationally prominent faculty that is engaged, collegial, intellectually ambitious, mission centered, spirited and collectively diverse.” In adopting the Plan, the Faculty reaffirmed its commitment to a broadly diverse faculty.

We have the following to report:

<table>
<thead>
<tr>
<th>Asian American</th>
<th>139</th>
<th>46</th>
<th>145</th>
<th>54</th>
<th>123</th>
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<td>10</td>
<td>29</td>
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</tr>
<tr>
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<td>2</td>
<td>2</td>
<td>1</td>
<td>5</td>
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</tr>
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<td>3</td>
<td>21</td>
<td>8</td>
<td>17</td>
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<td>80</td>
<td>268</td>
<td>91</td>
<td>220</td>
<td>83</td>
</tr>
</tbody>
</table>
1. For the 2009-10 academic year, 14 of our 40 tenure-track faculty (35%) are persons of color, and we have several additional faculty members of color who are on long-term contracts.

2. Professor Heidi Bond joined the tenure-track faculty this fall:

**PROFESSOR HEIDI BOND** received her B.S. from Florida State University where she majored in Chemistry and Pure Mathematics. She has a M.S. in Physical Chemistry from the University of California, Berkeley. She graduated from the University of Michigan Law School *summa cum laude*. After graduation, Professor Bond clerked for Judge Alex Kozinski, United States Court of Appeals for the Ninth Circuit, and Associate Justice Sandra Day O’Connor (Retired), The Supreme Court of the United States. Professor Bond’s teaching interests include intellectual property (including patents, copyright, and trademark), and contracts. Professor Bond is biracial, Asian-American and Caucasian.

3. In addition to Professor Bond, the following are our continuing career faculty of color for the 2009-10 academic year:

**PROFESSOR BRYAN ADAMSON** earned his J.D. from Case Western Reserve University. Prior to joining the Seattle University law faculty, he was a member of the Case Western Reserve faculty and served as Assistant Dean for Student Services and directed the school’s academic enrichment program. In addition to his teaching responsibilities in the Law Clinic, Professor Adamson teaches Mass Media Law & Policy. Professor Adamson is African American.

**PROFESSOR LORRAINE BANNAI**, a Japanese American who has done extensive research and writing on the Japanese American internment during World War II, teaches in our *nationally recognized Legal Writing Program (ranked 1st in US News & World Report)*. While in practice she was part of the legal team in *Korematsu v. United States*, an action that successfully challenged Mr. Korematsu’s conviction for violating military orders removing Japanese Americans from the West Coast during World War II. Prior to joining the Seattle University faculty in 1996, Professor Bannai directed the academic support program at the University of California, Berkeley, Boalt Hall School of Law, taught at the University of San Francisco, the John F. Kennedy, and the New College of California Schools of Law; and was a visiting professor at Western Washington University. She is the Associate Director of the Fred T. Korematsu Center for Law & Equality. She received her J.D. from the University of San Francisco School of Law.

**PROFESSOR ROBERT S. CHANG** was Professor of Law and J. Rex Dibble Fellow at Loyola Law School, Los Angeles prior to joining the faculty. Professor Chang received his A.B., *cum laude*, from Princeton University, his M.A. from Duke University, and his J.D., with honors, from Duke University. He is the author of *Disoriented: Asian Americans, Law, and the Nation-State*, numerous articles, essays and book or anthology chapters, and is a frequent presenter at conferences and schools. Professor Chang teaches Asian Americans and the Law, Contracts, Jurisprudence, Latinas, Latinos & the Law, and Race and Racism in American Law. He is the Founding Director of the Fred T. Korematsu Center for Law and Equality. Professor Chang is Asian American.

**PROFESSOR MARK CHINEN**, who is Asian American, is the William C. Oltman Professor of Teaching Excellence. He received his B.A., *cum laude*, from Pomona College, his M.Div., *magna cum laude*, from Yale Divinity School, and his J.D., *cum laude*, from Harvard Law School, where he was the associate editor of the Harvard International Law Review. Prior to joining the faculty in 1996, he practiced for seven years with the Washington, D.C., firm of Covington & Burling, focusing on corporate transactions, securities, banking and international trade. He is a former associate editor of the *Intellectual Property Fraud Reporter*. Professor Chinen teaches contracts and courses in international law.
TINA CHING serves as a reference librarian at the School of Law. She received her B.A. from Willamette University, her J.D. from the University of Oregon School of Law, and her M.L.I.S. from the University of Washington. Before coming to the Law School, Ms. Ching was a reference and electronic services librarian at the Arizona State University College of Law. She is a member of the American Association of Law Librarians, the Western Pacific Association of Law Librarians, and the Law Librarians of Puget Sound. Ms. Ching is Asian American.

PROFESSOR MARGARET CHON was recently named the Donald and Lynda Horowitz Professor for the Pursuit of Justice. Her academic interests are critical race theory, intellectual property, and the Internet. She co-authored a book entitled Rights and Reparation: Law and the Japanese American Internment. Professor Chon also serves as the Associate Dean for Research & Centers. She earned a M.H.S.A. from the University of Michigan School of Public Health, and a J.D., cum laude, from the University of Michigan Law School. Professor Chon is Asian American.

PROFESSOR RICHARD DELGADO is one of the country’s most respected legal scholars and is widely recognized as an expert in the area of race and the law. Professor Delgado received his undergraduate degree from the University of Washington and his J.D. from the University of California-Berkeley (Boalt). One of the most cited legal scholars in the nation, Delgado served as the University Distinguished Professor of Law and Derrick Bell Fellow at the University of Pittsburgh School of Law. His specialties are civil rights and critical race theory. Professor Delgado has appeared on Good Morning America, the MacNeil-Lehrer Report, PBS, NPR, the Fred Friendly Show, and Canadian NPR. Author of more than 100 journal articles and 21 books, his work has been praised or reviewed in The Nation, The New Republic, The New York Times, Washington Post, and The Wall Street Journal. His books have won eight national book prizes, including six Gustavus Myers Awards for outstanding book on human rights in North America, the American Library Association’s Outstanding Academic Book, and a Pulitzer Prize nomination.

PROFESSOR CARMEN GONZALEZ, a Latina, joined the Law School faculty in 1999, teaches in the environmental law area. Professor Gonzalez served as one of four Supreme Court fellows and was named a Fulbright Scholar to teach international environmental law in China. During the academic year 2008-09, Professor Gonzalez taught at the Hopkins-Nanjing Center in Nanjing, China. She received her law degree from Harvard and graduated cum laude.

PROFESSOR CHRISTIAN MUKUNDA HALLIBURTON, who is African American, is a J.D. graduate of Columbia University where he was editor in-chief of the Columbia Journal of Law and Social Problems, a Harlan Fiske Stone Scholar and director of the Harlan Fiske Stone Honors Moot Court Competition. Professor Halliburton teaches Criminal Law, Criminal Procedure, and Law and Religion.

PROFESSOR LILY KAHNG, a former associate professor of law at Cornell Law School, served three years as attorney advisor in the Office of Tax Legislative Counsel in the U.S. Department of the Treasury. Professor Kahng earned an A.B. from Princeton, a J.D. from Columbia University School of Law, and an LL.M. from New York University School of Law. She teaches Income Tax, Estate & Gift Tax and Tax Policy. Professor Kahng serves as co-Associate Dean for Faculty Development. Professor Kahng is Asian American.

PROFESSOR WON KIDANE, a native of Ethiopia, was a Visiting Professor of Law at Penn State Dickinson before joining the faculty. Professor Kidane received his LL.B. from Addis Ababa University, LL.M. from the University of Georgia, and a J.D. from the University of Illinois College of Law. Before his current appointment, Professor Kidane practiced law in Washington, D.C., focusing on international arbitration and litigation matters. Professor Kidane also worked as a legal officer with the Regional Office of the United Nations High Commissioner for Refugees in Africa. He is a recipient of visiting scholar awards and fellowships from various institutions. Professor Kidane’s areas of interest and research include administrative law, immigration law, the law of armed conflict, and international arbitration and litigation. Professor Kidane teaches Immigration Law and the Immigration Law Clinic.

PROFESSOR W.H. (JOE) KNIGHT served as Dean of the University of Washington School of Law from 2001 to 2007. Before coming to the UW, Professor Knight was a professor at the University of Iowa College of Law. He also served as
Vice Provost of the University of Iowa. An expert in commercial law, Knight has authored three books on the subject and taught courses in banking, contracts, and commercial transactions. He has also taught courses on international banking and critical race theory. He is an active member in several organizations, including the American Law Institute; the Law School Admissions Council; the Society of American Law Teachers; and both the American and National Bar Associations. He is currently serving a three year term as a member of the Executive Committee of the Association of American Law Schools. Professor Knight is African American.

**PROFESSOR TAYYAB MAHMUD** was Professor of Law and Chair, Global Perspectives Group, at the John Marshall Law School in Chicago prior to joining our faculty. He has a M.Sc. in International Relations from the University of Islamabad, a M.A. and Ph.D. in Political Science from the University of Hawaii, and a J.D. from the University of California, Hastings School of Law. His current research is focused on extra-constitutional usurpation and exercise of power in post-colonial states. He teaches Contracts, Public International Law, and Race and the Law. He is the Director of the Center for Global Justice. Professor Mahmud is South Asian American.

**PROFESSOR NATASHA MARTIN**, who is African American, graduated from the University of Notre Dame School of Law, where she was the winner of the Nathan Burkan Memorial Writing Competition and director of the National Moot Court Team. Professor Martin served as a judicial clerk for U.S. District Court Judge Clarence Cooper. She teaches Employment Discrimination and Professional Responsibility.

**PROFESSOR HENRY MCGEE, JR.**, a distinguished African American scholar and teacher (a former senior faculty member at UCLA), teaches courses on civil rights, poverty law, housing law and international environmental law. Professor McGee received his J.D. from DePaul University School of Law, Order of the Coif, and holds a LL.M. from Columbia University School of Law.

**PROFESSOR RAFAEL PARDO**, who is Latino, received his B.A. from Yale University and graduated from New York University School of Law. While there, he served as executive editor of the law review and was also awarded the Judge John J. Galgay Fellowship in bankruptcy. Upon graduation, he clerked for the Honorable Prudence Carter Beatty of the United States Bankruptcy Court for the Southern District of New York. His teaching and research interests are in the areas of bankruptcy and commercial law. [Professor Pardo will be leaving SU at the end of this academic year.]


4. The following are our visiting and affiliated faculty of color:

**JOAQUIN G. AVILA**, a Latino, is a Distinguished Practitioner in Residence and Executive Director of the National Voting rights Advocacy Initiative. Professor Avila received his B.A. degree from Yale University in 1970 and his J.D. degree from Harvard Law School in 1973, where he was Case and Comments Editor of the Harvard Civil Rights-Civil Liberties Law Review. He is a nationally recognized minority voting rights expert. He received a John D. and Catherine R. MacArthur Foundation Fellowship in 1996 in recognition of his work in the voting rights area.

**SHAABIKRAH SANDERS**, who is African American, will be joining us in the fall as a Visiting Assistant Professor of Lawyering Skills. Professor Sanders is a 2001 graduate of Loyola University College of Law (New Orleans), where she ranked in the top 5% of her class. She also served as Index/Casenote editor of the Loyola Law Review. After graduation, she completed two federal clerkships, first in the Eastern District of Louisiana and then at the Eighth Circuit. After the 8th Circuit clerkship, she joined the appellate litigation group at K&L Gates LLP. After three years at the firm, she joined the staff of The Defender Association here in Seattle, where she has specialized in post-conviction representation. Professor Sanders participated in substantial pro bono work at Gates and has continued to work with the ACLU during
her time at the Defender Association. She has also been very active in the bar, both the Washington State Bar Association and the Loren Miller Bar Association.

**ADA SHEN-JAFFE** is a Distinguished Public Interest Practitioner in Residence. She received her B.S. from Tufts University, a M.S. in Community Organization and Planning from Columbia University, and her J.D. from Suffolk University Law School. Prior to joining the Law School, Ms. Shen-Jaffe was Director of Columbia Legal Services and Evergreen Legal Services. Ms. Shen-Jaffe has been a key Washington State and national leader in the equal justice community for over two decades. As a Distinguished Public Interest Practitioner in Residence, her duties include strategic planning, organizational and leadership development for the national launch of the new “Legal Aid University”, and other equal justice initiatives at the Law School. She also serves as a Senior Advisor to the Seattle University Provost on Leadership Development to help support the University’s important leadership initiatives. She teaches a seminar in Advanced Poverty Law. Professor Shen-Jaffe is Asian American.

**THE HONORABLE MARY I. YU** is a Distinguished Jurist in Residence. Judge Yu has a B.A. from Dominican University, a M.A. from Mundelein of Loyola University, Chicago, and a J.D. from Notre Dame. Judge Yu was appointed judge in April 2000. Prior to her appointment, she served as Deputy Chief of Staff to King County Prosecutor Norm Maleng and Director of the Peace and Social Justice Office for the Archdiocese of Chicago. Judge Yu teaches a course entitled Transitioning to Practice: A New Lawyer’s Guide to Practicing in King County. Judge Yu is biracial, Latina and Asian American.

### INSTITUTES AND CENTERS

- **ACCESS TO JUSTICE INSTITUTE**

  The Access to Justice Institute (ATJI) mission grows out of our core mission to prepare our students for a lifetime of service to justice. The Institute seeks to fulfill this mission by nurturing a commitment on the part of all members of the law school community to the service of justice for all. We believe that direct involvement by students in fulfilling the unmet need of poor and vulnerable communities through law related services can nurture and focus their idealism into a lifetime commitment of service to justice. In serving as a focal point of our social justice mission, the Institute connects students to public interest opportunities that fulfill unmet legal needs, facilitates advocacy and legal skills training, hosts social justice forums and events, counsels students in public interest career exploration, and collaborates with local, state, and national efforts to promote equal justice.

  The Institute takes the lead in developing law student volunteer opportunities with nonprofit, government, and private law firm partners, locally and abroad. In developing these opportunities, the Institute acts as the bridge by helping providers identify ways to best utilize law student volunteers while supporting law students to ensure their experience is valuable.

  The Institute is directed by Diana Singleton (Asian American), a former civil legal aid attorney and staffed by a powerful team of lawyers with extensive public interest backgrounds including Monika Batra (South Asian American).

- **CENTER FOR INDIAN LAW & POLICY**

  The establishment of the Center for Indian Law & Policy makes Indian Law a focal point among the array of educational opportunities available to our students while furthering our social justice mission. The Center is built upon the success of the Institute for Indian Estate Planning & Probate, which opened its doors at the Law School in 2005 and which has provided services, information and education to Indian people, tribal leaders, students and attorneys. The mission of the center is to provide an emphasis on Indian law in the curriculum, programs and projects at the Law school; to provide unique learning opportunities to students through innovative classes, practical experience and interaction with tribal representatives; to develop new programs that will assist Indian tribes and their members deal with the variety of unique laws that apply to them; to develop innovative CLE
programs and an electronic clearing house for recent developments in Indian law for practitioners; to make information about currently legal issues available to Indian tribes and people; and to provide legal services to Indian tribes and people. The director of the Center is Douglas Nash. Prior to joining the Law School, Mr. Nash worked as a staff attorney at the Native American Rights Fund, served as Chief Counsel to the Nez Perce Tribe, where he is enrolled as a member, and was of-counsel to the Holland & Hart LLP law firm where he headed their Indian Law Practice Group. In addition to directing the Center, Mr. Nash teaches a seminar in Indian Law and Natural Resources.

- **FRED T. KOREMATSU CENTER FOR LAW & EQUALITY**

In November 2008 the School of Law announced the establishment of the Fred T. Korematsu Center for Law and Equality, named in honor of Fred T. Korematsu, who championed the cause of civil liberties, speaking out in the hope that what happened to Japanese Americans during World War II would never happen again to any other group. The Korematsu Center draws on the law school’s accomplished faculty in the area of law and equality and brings together scholars and activists from around the nation and world. It is a place where people come together to develop better understandings of the relationship between law and categories of race, ethnicity, gender, sexuality, class, disability, and religion, and is committed to the belief that ideas can change the world, as well as to the understanding that people are the engines for change. Since its formation in 2008, the Center has accomplished much, including its celebrated formal launch in April 2009, the establishment of several important initiatives, the hiring of the first Advocacy Fellow and three Student Fellows, and sponsorship of the Second Biennial Conference on Promoting Diversity in Law School Leadership. It is through such coordinated projects focused on research, advocacy, and education that the Center will achieve its charge of advancing justice through knowledge and advocacy. The Center is directed by Professor Robert Chang, and Professor Lorraine Bannai serves as Associate Director.

- **CENTER FOR GLOBAL JUSTICE**

The Center for Global Justice fosters multidisciplinary research, education, and advocacy about critical international legal issues, including human rights, dispute resolution, governance, development, security, and the environment. Through colloquiums, conferences, and publications, the Center actively engages with doctrinal and policy dimensions of key questions that confront international legal regimes. The Center works closely with the School of Law’s international and comparative law programs, and aims to equip students with the knowledge and experience necessary to be leaders for justice in international legal affairs. Professor Tayyab Mahmud is the Director of the Center for Global Justice.