

Educational Policy Committee Meeting

University of California College of the Law, San Francisco
200 McAllister St., 2nd floor – ARC Room San Francisco, CA 94102
2024-08-22 12:30 - 14:00 PDT

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Educational Policy Committee Meeting Minutes

University of California College of the Law, San Francisco
May 16, 2024

333 Golden Gate, San Francisco, CA 94102, 501 Deb Colloquium Rm. Participants and members of the public were also able to join via the web link or dial-in numbers listed in the public notice of this meeting linked here: <https://www.uchastings.edu/our-story/board-of-directors/board-meeting-notices-agendas-and-materials/>.

1. Roll Call

The Chair called the meeting to order at 12:33 p.m., and the Secretary called the roll.

Committee Members Present

Director Andrew Houston, Chair
Director Simona Agnolucci (joined 12:36 p.m.)
Director Claes Lewenhaupt
Director Mary Noel Pepys
Director Chip Robertson
Director Albert Zecher

Committee Members Absent

Director Shashi Deb

Other Directors Present

Director Courtney Greene Power

Staff Participating

Chancellor & Dean David Faigman
Deputy Director of Career Development Office Fairuz Abdullah
Director of Accreditation & Assessment Andrea Bing
General Counsel & Secretary John DiPaolo
Legal & Executive Assistant Yleana Escalante
Dean of Students Tiffany Gabrielson
Director of Bar Passage Support Margaret Greer
Chief Communications Officer John Kepley
Assistant Chancellor & Dean/Chief of Staff to the Chancellor & Dean Jenny Kwon
Chief Diversity Officer Mario Lopez
Associate Dean for Research Dave Owen
Provost & Academic Dean Morris Ratner
Dean of Enrollment Management June Sakamoto
Chief Financial Officer David Seward
Deputy General Counsel Laura Wilson-Youngblood

Others Participating

UCLAS President Millicent Wong

2. Public Comment Period

The Chair invited public comment. No member of the public offered comment.

3. Action Item: Approval of Prior Meeting Minutes

Motion:

The Chair called for a motion to approve the minutes of the Committee's February 22, 2024 meeting.

Motion made and motion seconded. The motion carried.

4. Report of Provost and Academic Dean Morris Ratner

Dean Ratner said he was presenting eight reports, only one of which required a vote.

4.1. Strategic Plan; Year-in-Review

Dean Ratner noted that the comprehensive written report focused on the strategic elements of the 2020 operational strategic plan and supplemental strategic planning. Their ongoing success remained a focus, with incremental reforms building on efforts since 2016. This year, the College adopted, among other innovations, = faculty training on teaching and testing performance test-taking skills. The Director of Bar Passage Support also enhanced the summer post-graduation support program. Regarding employment, major initiatives included the continued rollout of a new mandatory professional development program and additional staffing to support externships and clerkships in the Career Development Office. In scholarly excellence, the College addressed the contraction in their research faculty due to attrition and lateral moves, hiring for a record six lines The College successfully filled five of these lines and had a sixth offer pending. Community cohesion was also a focus, led by the Chancellor & Dean's Office. They hired an ombuds who is shared with San Francisco State, fulfilling a key recommendation of the advisory committee that examined the results of the climate survey in 2022. Chief Diversity Officer Mario Lopez continued to contribute significantly to students' sense of belonging through initiatives like Diversity Week, which was sponsored by the College's Diversity, Equity & Inclusion Working Group.

Faculty committees were active this year.. For example, the Educational Effectiveness Committee, chaired by Professor Abe Cable, prepared for the ABA site visit, advanced self-assessment, and did other excellent work. And, as noted, the Faculty Appointments Committee was particularly active this year. The HPL program, one of the three master's programs, was on target with budget projections. The Career Development Office and Student Services

created training videos on diversity, equity, and inclusion. The Career Development Office also implemented its mock interview program, resulting in practice interviews for 173 students, and it matched 295 students with mentors. Pro Bono Programs saw a five-year high in participation, and the First Generation program developed partnerships with companies like Levi's, Perkins Coie and Apple. Scholarly Publications attracted 390 student journal members. Global Programs added new partnerships in Latin America and Southeast Asia, and the Moot Court team was ranked number one in the country. Dean Ratner expressed pride in the College's accomplishments and the educational experience they offered, despite his disappointment with how US News rankings failed to capture these achievements.

4.2. Rankings

Dean Ratner began by stating that he would keep his remarks brief, as there would be additional opportunities for reflection. He highlighted two slides from his written report to provide a sense of their past progress and future direction. His written report explained why certain trends were occurring, such as the stability of their reputation scores in the US News rankings from 2020 to 2024, followed by a sudden drop in 2025. Dean Ratner pointed out that though some of the metrics measured by US News had improved between 2020 and 2025, the College's rankings for those metrics had declined. This situation required ongoing reflection and analysis.

Dean Ratner referenced a table from his written report, prepared with the help of the same statistician who analyzed the determinants of the College's bar passage success. The visual display of this regression analysis used data from US News's proprietary database Academic Insights that showed the necessary changes in formula elements to achieve a four-rank increase. For example, to improve employment rankings, they would need a two percent higher employment rate at ten months after graduation. For bar passage rates, a five percent increase would result in a four-rank improvement. He emphasized the usefulness of this chart for future discussions, as it would help identify investments aligned with the College's mission that would also positively impact U.S. News rankings.

Director Zecher questioned the statistical impact of nonparticipation in the U.S. News rankings, noting that schools opting out do not have their votes counted in surveys. He asked about the effect of this on their ranking and whether the College should reconsider their decision to not engage in the rankings.

Ms. Bing stated that participating in the rankings survey would not make much difference for the College. Participating in the survey would only give the College a few votes, which would have little or no effect on the College's ranking. To make matters more difficult, over 50 schools, mostly peer schools

that know UC Law well, are not participating in data collection and thus do not have their votes counted, either. UC peer schools, among others, are not participating, meaning their votes do not count. This means the schools most familiar with the College are not influencing the survey outcomes.

Dean Faigman mentioned that if the 53 schools that opted out decided to opt back in, it would make a difference. However, if only the College opts back in while everyone else stays out, it would not make a significant impact.

Dean Ratner referred to the graph presented and said that the drop between 2023 and 2024 reflects the exclusion of votes from UC law and other schools that declined to participate in data collection. However, he believes the sharp dip in peer assessment between 2024 and 2025 is largely due to brand confusion because of the name change.

Director Power mentioned the issue might not only be the change in name, but also whether the College was clustered with other UC schools. Dean Ratner said he recalled based on his memory of the survey he completed that the College was not clustered with other UC schools like University of California, Berkeley, and University of California, Los Angeles. Dean Ratner said that he believed many respondents confused the College with the much lower-ranked University of San Francisco. He suggested that if they could address this brand confusion and be correctly clustered with other UC schools, it could positively impact their rankings.

Dean Faigman said that he has already written to U.S. News twice, requesting that since UC Berkeley is listed as "University of California, Berkeley," and UC Irvine as "University of California, Irvine," the College should be listed as "University of California, San Francisco (formerly UC Hastings)."

Director Zecher asked if the 70 percent pass rate has anything to do with the ranking. Dean Ratner noted that the blended bar pass metric had a significant effect, and he anticipated a further decline in rankings for edition year 2026 (which will be published in spring 2025), absent a change to the weighting for bar passage. He explained that the 2026 U.S. News rankings would be based on 2022 and 2023 data, which was expected to show lower pass rates than the blended rates used for the current rankings. This projection was based on the known data up to 2022, with the next opportunity to impact rankings being the 2024 bar pass figures, which would influence future rankings.

Responding to a question on the estimated fall in rankings for 2026, Dean Ratner explained that the 2023 bar pass rate was better than 2022 but not as good as 2021. US News applies a non-weighted average over two years, so he

estimated at least a 4-rank drop from the current position unless improvement occurred in another dimension before the next rankings.

Dean Faigman added that if the College can fix the brand confusion, that would move it back in the other direction a little bit, but the bar results cannot be changed in the immediate future.

Dean Ratner clarified that the peer assessment factors, such as academic peer review and lawyer-judge assessments, could be influenced. He said these were the most accessible areas for improvement. While the College could also influence metrics on admissions, these had relatively low weights and limited room for improvement. Dean Sakamoto would provide more details on this in her report, but the key focus was on the 25 percent score in peer assessment.

Director Agnolucci, Dean Ratner, and Dean Faigman also discussed the minimum GPA requirement and possible changes to it. Director Agnolucci suggested this as another area that could potentially be influenced sooner. Dean Faigman pointed out that the current graduating class, the class of 2024, is taking the bar exam in 12 weeks and has already graduated. Therefore, any changes made now would not be factored in rankings for several more years. He clarified the institution's dedication to increasing bar passage rates, noting that upon assuming his position, they had a 51 percent pass rate, which has improved to nearly 80 percent or better in the past three years. He acknowledged the impact of the pandemic on vulnerable populations but expressed optimism that this trend would not continue. He emphasized the institution's commitment to student success, as it aims for as close to 100 percent employment as possible and ensuring students pass the bar, ideally on their first attempt. He acknowledged the uncertainty regarding U.S. News' future and potential algorithm changes but underscored the institution's unwavering focus on achieving the best possible outcomes for bar success and employment.

Director Zecher clarified that nobody is suggesting prioritizing rankings over people. Instead, the focus is on understanding if improving the bar pass rate could also improve the school's rankings. He emphasized the need to explore various avenues for improvement, including participation in U.S. News rankings, among other strategies. He stressed that while the bar pass rate is important, it is just one aspect of many that need attention.

Director Houston raised a practical concern, questioning the assumption that raising the academic disqualification threshold would increase bar passage, citing his experience when the threshold was higher but bar passage was not necessarily better. Dean Faigman noted that the best predictor of bar passage is completing bar studies in the summer.

4.3. Bar Passage

Dean Ratner mentioned that the California State Bar is considering severing its relationship with the National Committee of Bar Examiners and having Kaplan Bar Review potentially draft the bar exam questions to save money. This change could have significant implications, although the exact impact is not yet clear.

Ms. Greer noted that the emphasis on an early start message for bar exam preparation appears to be working, particularly for Themis students. As of yesterday, 289 graduates had signed up with the Themis course, with 187 of them already working through their bar review course assignments. This is notable because the official bar review start date is May 20, indicating that a significant number of Themis users are starting early. Additionally, 242 Themis users have logged into the program and selected a start date, showing engagement with the program and adherence to the advice about starting early.

4.4. Employment

Dean Ratner noted that despite fluctuations in the first-time bar pass rate in recent years, the Career Development Office has done an excellent job maintaining or improving employment numbers year over year, even with increases in class size. However, he cautioned that continued increases in class size may not be sustainable alongside increasing employment numbers. One significant change highlighted in Dean Kimmel's report is the initiation of a pre-recruitment program, essentially an early pre-OCI (On-Campus Interviewing) program, aligning with national trends.

Ms. Abdullah highlighted the new pre-recruiting program, called the Preview Program, which has garnered interest from about 30 law firms. This program offers students the opportunity to apply to five firms through OCI (On-Campus Interviewing) and 35 firms through the pre-OCI process. Approximately half of the firms participating in OCI are also engaging in the pre-OCI program. This initiative aligns the law school with East Coast schools like Harvard, NYU, and Georgetown, and mirrors efforts by UCLA and Berkeley, who are also implementing pre-recruiting programs. USF is planning to join, while UC Davis is not participating, and UC Irvine is only doing resume collections.

Director Houston asked how they determine the number of graduates who are employed. Ms. Abdullah said that they have several methods used to track graduate employment data. These include weekly communication from the graduate class adviser, division of the class into cohorts with counselors responsible for each, monitoring of social media for employment updates,

direct contact with employers if necessary, and as a last resort, reaching out to faculty and staff for information.

Director Houston asked about the timing of employment data for the rankings, specifically asking whether the percent of employment for the 2024 class applies to the next rankings and the cadence for when employment is counted for the rankings. Dean Ratner said that two years, 2022 and 2023, would be counted in the 2026 edition rankings to be published in spring 2025.

Director Houston asked if a school gets penalized if a student takes the year off after graduating to get a Ph.D. Ms. Bing said that that is not penalized anymore. Dean Ratner explained that in contrast, if they take a gap year to travel, the College gets penalized.

Ms. Abdullah said that the bridge program seems to be a valuable resource in encouraging students to take the bar exam and gain practical experience instead of taking a year off to pursue other activities. It appears to have been effective in dissuading students from delaying their bar exam preparations or pursuing other paths immediately after graduation.

Director Houston said that it is hard to imagine that a graduate from the law school would not be able to find a job within ten months, assuming they are actively seeking employment.

Ms. Abdullah said that approximately four percent of students had not found employment within ten months of graduating. This group included individuals who were still in the process of passing the bar exam and were actively pursuing positions as attorneys. Some graduates might be dealing with personal or mental health challenges, or experiencing burnout, especially in the wake of the pandemic. These factors can impact their job search and decision-making regarding their careers.

4.5. Admissions

Dean Ratner mentioned that Dean Sakamoto provided a thorough written report.

Dean Sakamoto said that there was a change in the director of JD admissions. Annemarie Scott assumed the role early in the year. Dean Sakamoto touched on challenges faced in admissions, particularly competing for students with other law schools that have varying financial resources. Despite these challenges, the Admissions team is on track to meet its targets, with the goal of exceeding them if possible. Regarding rankings, efforts have been made to explain the changes to students and the community through a dedicated webpage aimed at providing transparent and informative content. The impact of rankings on student retention was highlighted, with data suggesting an

increase in transfer requests out of the law school due to a decline in rankings. To address this, scholarships have been allocated to help with retention efforts. It was noted that the first week of June typically sees an influx of transfer requests following the release of grades. Faculty, the Registrar's Office, and the Career Development Office are actively involved in communication and efforts to retain students.

4.6. Scholarship

Dean Owen discussed the research enterprise at the College, focusing on its purpose and recent achievements. He started by emphasizing the institution's mission to advance knowledge, particularly in providing research and expertise to courts and other decision-makers. He mentioned recent examples where the College's research had influenced court cases and policymaking. He also highlighted the benefits of research for students, citing an example of how research had transformed a colleague's teaching approach. He mentioned the various ways in which the College had disseminated its research, including written material in legal journals, speaking engagements and internal events. Looking ahead, there are plans to bring in new research faculty and support junior scholars. The report underscored the importance of promoting the scholarly work of the College both internally and externally, recognizing the challenges of competing for attention in a busy academic environment. Overall, the report underscored the College's commitment to research excellence and its impact on legal education and practice.

4.7. Student Affairs

This item was presented after item 4.8.

Dean of Students Tiffany Gabrielson, who reports to Provost & Academic Dean Ratner, said her work encompasses a broad range of responsibilities, including overseeing Student Health Services, the Disability Resources Program, and student affairs, which includes the Office of Student Services. She also chairs the Student Support Team, providing support to students in crisis, and she handles academic regulations and student conduct. Additionally, she highlighted various aspects of Student Services such as student organization advising, co-curricular programming, academic advising, and wellness programming. She mentioned challenges faced by students, including executive functioning issues, time management, and coping with personal and world events. She emphasized the importance of helping students with these challenges and fostering a supportive environment for students.

4.8. Faculty Staffing Matters; Tenure Vote

This item was presented after item 4.6.

Dean Ratner explained that the faculty voted to award tenure to one of the colleagues highlighted in Dean Owen's report, Jonathan Abel. He is a 2005 graduate of Harvard College and a 2012 graduate of Stanford Law School, where he was president of the Law Review. Before joining the college, he held a visiting assistant professor position at UC Irvine. He is an expert and scholar in criminal law, with notable publications including being published in the Stanford Law Review and Cornell Law Review. He is also highly regarded as a teacher and institutional citizen. The faculty was delighted to vote for him to receive tenure.

Motion:

The Chair called for a motion that the Committee recommend that the full Board approve the grant of tenure to Professor Abel.

Motion made and motion seconded. The motion carried.

5. Adjournment

The Chair adjourned the meeting at 2:04 p.m.

Respectfully submitted,

John K. DiPaolo, Secretary

Report 4.1 – Strategic Plan Priorities in AY24-25

By Provost & Academic Dean Morris Ratner

I. Operational Strategic Plan

The top strategic priority in the current academic year is student success. The Operational Strategic Plan the Board of Directors adopted in March 2020 had three overarching background goals: improved national reputation, implementation of the long-range campus plan and the concept of the “academic village,” and fiscal health. The top-listed goal of the Plan was student success. Per the [Plan](#) at p. 15: “While research and teaching are coequal mission elements, the most immediate goal for the next five years is to ensure that we give our students the knowledge and skills necessary to pass the bar and launch into rewarding careers.”

The specific initiatives listed in the Plan pertaining to student success have largely been adopted. In addition, College has engaged in continuous assessment and innovation since the Plan was adopted, and is intensifying those efforts this year. Accompanying Report 4.3 describes the status of administrative initiatives adopted in recent months and describes planning leading to the September 13, 2024 Board of Directors and faculty retreat which will launch faculty efforts to consider various new academic policy initiatives.

II. Supplemental Strategic Plan – AI and Other Emerging Technology

The College adopted a [supplemental strategic plan](#) last year intended to place UC Law San Francisco at the forefront of generative artificial intelligence and other emerging technology. Faculty at the cutting edge of the College’s efforts to implement that plan include Distinguished Professor [Robin Feldman](#), who launched the [AI Law & Innovation Institute](#) with seed funding from the Chancellor & Dean and new Director of Applied Innovation and Professor of Practice [Tal Niv](#), former in-house counsel for Github, who is revamping our [Technology and Innovation Law & Lawyering Concentration](#), among other initiatives. Professors Feldman and Niv will present to the Educational Policy Committee in upcoming reporting cycles.

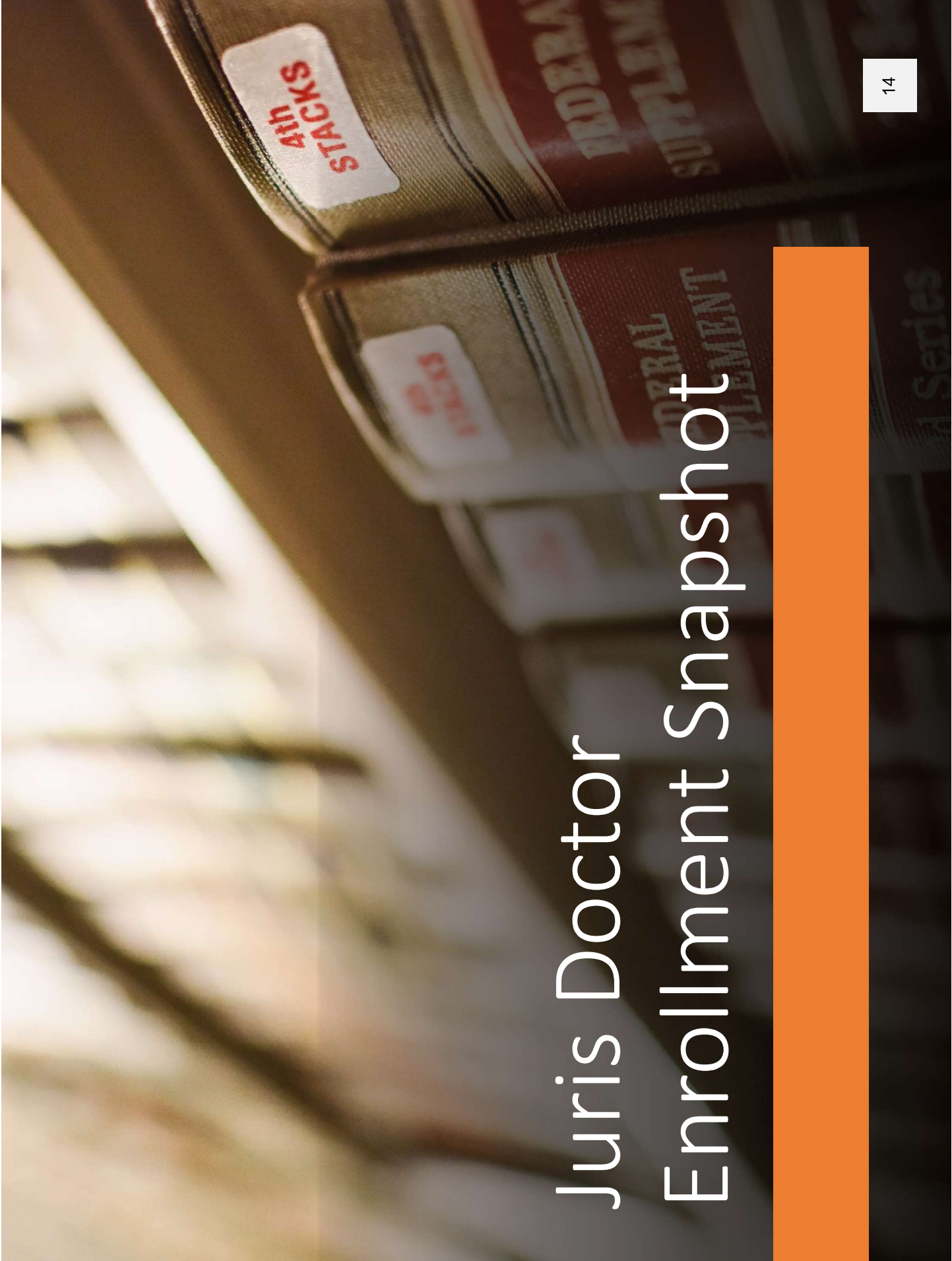
Report 4.2 – Enrollment Management Snapshot

Attached please find a snapshot of enrollment as of August 13, 2024, by Dean of Enrollment Management June Sakamoto.

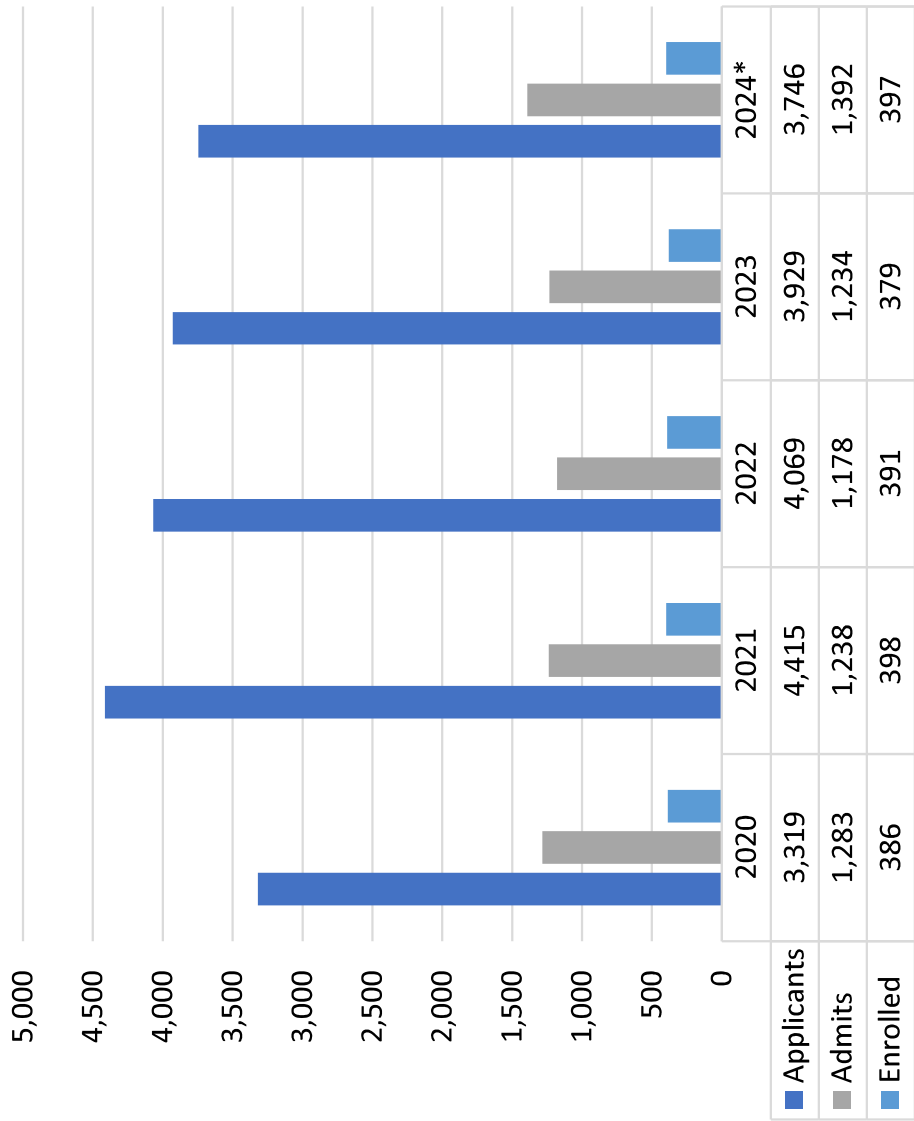
2023-24
Admissions
Cycle
Enrollment
Snapshot



Juris Doctor Enrollment Snapshot



Juris Doctor – 2023-24 Admission Cycle Stats



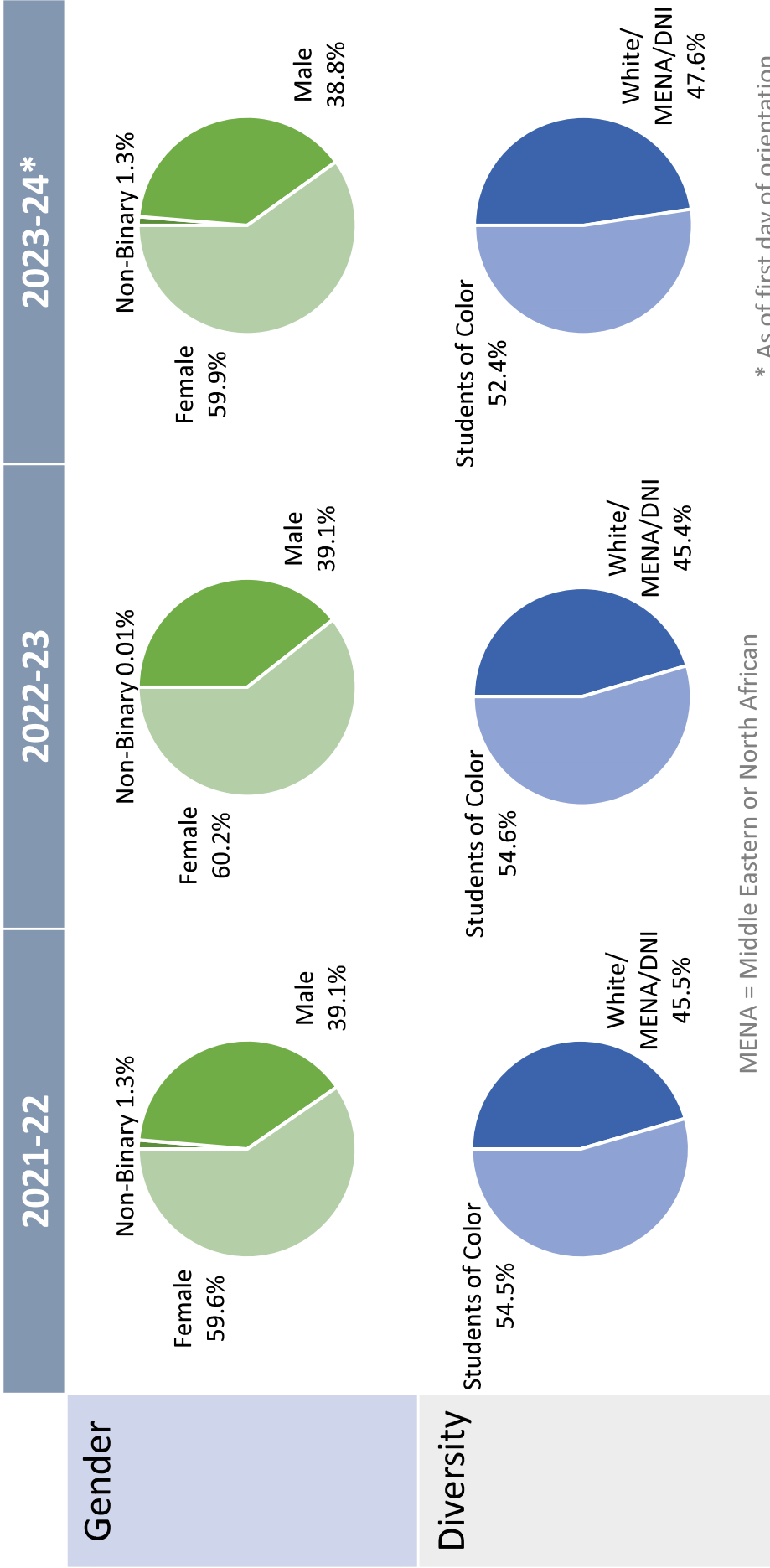
* As of first day of orientation

Juris Doctor – 2023-24 Admission Cycle Stats

	2019-20	2020-21	2021-22	2022-23	2023-24*
Class Size	386	398	393	381	397
Tuition	\$43,486	\$43,486	\$44,792	\$47,031	\$49,383
Admit Rate	38.7%	28.04%	28.95%	31.4%	37.2%
LEOP Enrolled	67	66	76	70	75
CA Scholars	5	4	2	1	6
LSAT 75/50/25	161/158/155	162/160/157	163/160/157	162/160/157	162/160/157
UGPA 75/50/25	3.61/3.42/3.22	3.68/3.52/3.29	3.75/3.59/3.39	3.74/3.59/3.40	3.78/3.63/3.43
State Tuition Discount	32.58%	29.00%	32.66%	31.30%	30.86%
Net Tuition Revenue (approx.)	\$11.32 million	\$12.29 million	\$11.84 million	\$12.31 million	\$13.56 million

* As of first day of orientation

Juris Doctor – 2023-24 Admission Cycle Stats



MENA = Middle Eastern or North African
DNI = Did not indicate

* As of first day of orientation



Masters Program Enrollment Snapshot

Masters Programs

LL.M. Enrollment	2021-22	2022-23	2023-24*
Total Enrolled	31	27	28
Jurisdictions Represented	16	15	17
Net Tuition Revenue (approx.)	\$711,500	\$534,250	\$568,125

MSL/CSL Enrollment	2021-22	2022-23	2023-24*
Total New Enrolled	6	14	26
Total Continuing Students	15	15	20
Net Tuition Revenue (approx. assuming all part-time)	\$399,750	\$565,500	\$897,000

HPL Enrollment	2021-22	2022-23	2023-24*
Total New Enrolled	16	25	24
Total Continuing Students	0	9	15
Net Tuition Revenue (approx.)	\$--	\$544,910	\$956,521

* As of first day of orientation

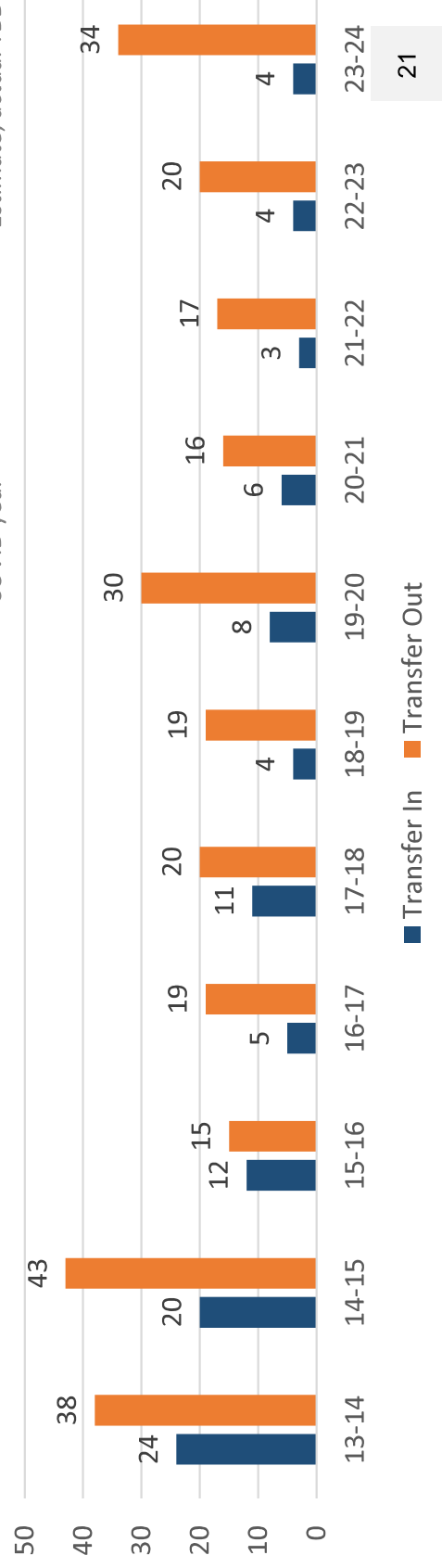


Transfer In & Out Enrollment Snapshot

JD Transfers

	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20-21	21-22	22-23	23-24
1L Class Size	322	313	284	336	321	305	342	375	392	386	368
Transfer Out	38	43	15	19	21	19	30*	16	17	20	34**
% of Class	11.8%	13.7%	5.3%	5.7%	6.5%	6.2%	8.8%	4.3%	4.3%	5.2%	9.2%
USNRW	48	54	59	50	54	58	62	59	50	51	82
Transfer In	24	20	12	5	11	4	8	6	3	4	4

* COVID year ** Estimate; actual TBD



Report 4.3 – Bar Success

By Provost & Academic Dean Morris Ratner, Director of Bar Passage Support
Margaret Greer, Bar Success Analyst Stefano Moscato

I. Preparedness of UC Law SF Graduates on the July 2024 Bar Exam

We know from our prior studies¹ that two of the strongest indicators of likelihood of success on the bar exam are law school GPA and post-graduate bar course completion. This year, thanks to the advising and messaging efforts of Director of Bar Passage Support Margaret Greer, Bar Success Analyst Stefano Moscato, Associate Director of Academic and Bar Support for LEOP Richard Sakai, and others, more of our students started bar study earlier than in prior years, and we saw year-over-year gains in bar course completion. Reviewing bar course completion data for the Class of 2024, Professor Moscato reported the following for Class of 2024, using Class of 2023 data (which resulted in a graduating class first-time pass rate of 74 percent) as the baseline:

- 81% average course completion vs. 76% last year.²
- Average of 826 supplemental MBEs attempted at 67.1% accuracy vs. 805 supplemental MBEs last year at 65.4% accuracy.
- 96% of grads used a supplemental MBE program (AdaptiBar, UWorld, or Barbri's QBank), vs. 92% last year.
- Among those who took their company's full day simulated MBE test, the average score was 124.8 (vs. 122.1 last year).
- 214/345 grads (62%) submitted at least one BEST essay, vs. 206/321 (64%) last year.

The first bullet point is the top-line takeaway: We advised graduates that they needed to complete at least 80 percent of their post-graduation commercial bar courses, and, on average, students met that target.

However, we continue to see significant percentages of our graduates struggle with post-graduation bar course completion. Bar Success Analyst Moscato reports: “[A]bout one-third of graduates did not reach the 80% course completion target, and about half did not reach the 750+ AdaptiBar/UWorld [practice MBE] target.... We had 50 graduates (about 15% of the class) who did not even make it to 65% course completion; more than half of these grads were below 50%.” (Bracketed text added.) The causes of these challenges will be a key topic of discussion at the Board of Directors and faculty retreat on September 13, discussed below.

¹ See, e.g., Morris Ratner, Stephen Goggin, Stefano Moscato, Margaret Greer & Elizabeth McGriff, *Determinants of Success on the Bar Exam: One Law School's Experience 2010-2023*, ___ J. LEGAL ED. ___ (forthcoming 2024).

² Figures are for graduates who were studying for the bar exam this summer. Each year, a small percentage end up not taking the bar, but they do not necessarily let the College know about their decision to defer. We may not find out until the State Bar gives us information about who actually sat at a much later date. So the denominator (grads who took the bar) could change once we get that information.

Given that the average bar course completion percentages were higher this year, then, all other things being equal (including completion rates at peer schools), we would expect to see improvement over last year in terms of our first-time pass rate. Bar results are typically released in November. We'll have more to report about the Class of 2024's performance on the July administration in the mid-year quarterly meetings.

II. Program Innovation

A. Implementation of Administrative Innovations

The College has implemented or is in the process of implementing the administrative initiatives discussed in meetings between the administration and the Board over the summer.

1. Staffing

New Associate Director of Bar Passage Support Danial Martin started at UC Law San Francisco this month, significantly enhancing bar support programmatic capacity. In addition, the College approved extending the contract of a 0.5 FTE devoted exclusively to supporting students with accommodations in law school to help them timely apply for accommodations on the bar exam.

2. Academic Supervision and Counseling

Academic Regulations 1401 and 1602 describe academic supervision and counseling. Section 1401 states:

Academic Supervision. A student who earns two or more grades of C- or lower on fall semester final examinations or whose grade point average upon completion of the fall semester is below 2.7 shall enter the spring semester under Academic Supervision. Students under Academic Supervision shall comply with the following requirements: (1) counseling by the Dean of Students; (2) participation in the academic support programming and/or enrollment in classes that are designed to teach academic skills, as directed by the Dean of Students; (3) regular attendance in all courses; (4) submission of the student's proposed second-year schedule to the Dean of Students for review and approval; and (5) any other conditions that the Dean of Students deems appropriate.

Academic Counseling. A student whose grade point average is at least 2.7 but below 3.0 shall consult with the Dean of Students to receive counseling. The Dean of Students may impose any of the requirements described in this section on such a student.

Section 1602 includes substantially identical text applicable to upper division JD students. Academic supervision applies to roughly the bottom 10% of the class by law school GPA. Academic counseling applies to the remainder of the bottom quartile. Dean of Students Tiffany Gabrielson implements these regulations.

In recent years, the primary requirements imposed, in addition to meetings with academic skills specialist faculty in the Office for Academic Skills Instruction and Support and required career, academic, and bar success counseling were a specialized exam skills version of an upper division bar course for 2Ls and a for-credit bar prep Critical Studies course for 3Ls. This year, we have phased in additional requirements, starting with the 2L cohorts under *both* supervision and counseling, including:

- All students must complete their graduation requirements before their final semester of law school.
- Students must earn at least a C+ in their required bar courses.
- 2Ls must take a Law & Process or Advanced Sack version of an upper division bar course, and must earn at least a B- in the class to satisfy the requirement.

In addition, 3Ls under academic supervision and counseling are now required to take both a Critical Studies 1, 2, or 3 course (in which they must earn at least a C+) as well as the new Critical Studies 4 course if it is approved.

3. Smart Study Program

This year, the College experimented with an enhanced “Smart Study Program” designed to eliminate barriers to extended bar study of graduates whose post-graduation course completion data indicate that they need more time to have a reasonable chance of passing the bar exam on first attempt. The invitation to graduates stated:

The Smart Study Program helps Class of 2024 graduates who decide they could benefit from deferring taking the Bar Exam until the next (February) administration. Program benefits for selected applicants include: (1) up to \$3,000 to cover bar study costs (e.g., nonrefundable and nonrefunded bar exam application costs with proof of withdrawal, as well as supplement costs like AdaptiBar); (2) \$2,000/month compensation as a UC Law SF Graduate Fellow during the period August 2024 through January 2025 in connection with which participants will be asked to do up to 15 hours of work per week; and (3) the opportunity to audit up to five credits of bar subject classes or Critical Studies classes in the Fall 2024 term, without charge. Graduates considering deferring the July exam may apply for the full range of benefits or for any subset of them. For example, a graduate might apply for just benefits (1) and (3), but not (2), etc.

Participation in the Program and continuation of Program benefits will be conditioned upon graduates’ fulfillment of Program obligations, including developing and sticking to a Smart Study Program bar preparation plan and completing assigned work if applicants participate in the Graduate Fellow portion of the Program. Awardees must also meet one time with the Career Development Office in November or December of 2024 to review career options, including the possibility of the participating in the Bridge program.

You need not have withdrawn from the July bar exam before you apply. However, we will ask you to eventually submit proof that you withdrew from the July bar exam.

Only one graduate accepted the invitation to apply to the program this year, indicating that this program is unlikely to materially impact bar success.

4. Critical Studies 4 – Early Bar Start

The College has made progress working through logistical issues with the two major bar companies our students choose for post-graduation bar study, Themis and BarBri, to develop Critical Studies 4, a one-unit course that functions in part to give students an early start on commercial bar courses. As noted, students on academic supervision and counseling have been notified that they are required to take and pass this course in the spring, assuming we are able to get it approved and offered in time for the Spring 2025 semester.

5. Retention

As previously reported, the Chancellor & Dean allocated significant additional resources to retention efforts this year. As noted in Dean of Enrollment Management June Sakamoto's accompanying Report 4.2, transfer out rates for the 1L class that matriculated in Fall 2023 were significant higher this year than in prior years. As of August 13, the transfer out number stood at 34 confirmed transfers, roughly 58% more than in the years since we enhanced retention efforts starting in the early days of Chancellor & Dean Faigman's tenure as dean. We attribute the increased numbers to a combination of more aggressive use of the transfer pool by peer schools like UC Berkeley and fluctuations in ranking. High transfer out rates predictably lower the first time pass rate for the graduating class, an impact that will likely be seen in the Class of 2026's pass rate.

B. Academic Policy Development

The September 13, 2024 Board of Directors and faculty retreat is from 1-5 p.m. It will launch an intensive consideration by the faculty Committee on Academic Standards of a range of proposals. The Board has seen the grid of proposals, which reflect the work the Board and administration did this summer to work through options. The primary initiatives on which the retreat will focus are: (1) grading reforms, (2) the minimum law school GPA, (3) the scope of academic supervision and counseling, and (4) formative assessment. Additional reforms that we discussed over the summer are also in the mix.

Provost & Academic Dean Morris Ratner is developing a memorandum summarizing peer school survey data and internal analyzes of grading and disqualification to share with retreat participants, along with a survey to be released to faculty prior to the retreat. Board members will receive a copy of the memorandum and survey link. Anonymized survey results will be shared before the retreat. The survey will solicit faculty members' initial views on the proposals.

At the retreat, participants will be seated at round tables to facilitate small group discussion. Dean Faigman will welcome all participants. Dean Ratner will explain the importance of bar success to the College's mission and Operational Strategic Plan and sketch each cluster of proposals, asking each table to discuss them, initially, before asking all retreat participants to share views at the large group level. Each Board member will be placed at a different table. Faculty and staff members of the faculty Academic Standards Committee will also be assigned to different tables. All other faculty will be given random table assignments to ensure that each table represents a cross-section of faculty members' views. The Academic Standards Committee will then factor information and ideas from the retreat in its work this semester to make recommendations to the full faculty on the various proposals.

III. California Bar Update

The California State Bar announced that it entered into an agreement with Kaplan to take over exam preparation. The announcement is on the California State Bar website, [here](#). It states in relevant part:

The State Bar of California and Kaplan Exam Services, LLC (Kaplan), a subsidiary of Kaplan North America, LLC, signed an \$8.25 million, five-year exam development agreement on August 9, authorizing Kaplan to create multiple-choice, essays, and performance test questions for the California Bar Exam. As part of the agreement, Kaplan will also provide faculty and student study guides, which the State Bar will distribute at no cost. Kaplan will also exit the retail bar prep business specific to California, while continuing to serve other bar exam jurisdictions.

The multiple-choice questions will replace the National Conference of Bar Examiners' (NCBE) Multistate Bar Examination (MBE) in time for the February and July 2025 exams.

The agreement will help the State Bar transition to remote and test center-based exam administration, both of which test takers prefer. These test administration changes will also help the State Bar close a significant gap in its Admissions Fund, which is projected to reach insolvency in 2026, absent further efforts to reduce costs. The State Bar projects that the new arrangement will result in annual cost savings of up to \$3.8 million in exam-related expenses—enough to significantly reduce if not fill the gap.

Led in part by Dean Faigman, California ABA deans sent the attached July 29, 2024 letter to the California Supreme Court. The letter raised concerns about the plan to use Kaplan and move to online testing and suggested that given all the uncertainty, the Court should reconsider the cut score. The Court expects to respond within the next few weeks.

July 29, 2024

Chief Justice Patricia Guerrero
Supreme Court of California
350 McAllister Street
Room 1295
San Francisco, CA 94102

Re: A Proposed Meeting with the Deans of California's ABA Accredited Law Schools

Dear Chief Justice Guerrero:

We, the undersigned Deans of California's ABA-accredited law schools, collectively request a meeting with you, the Associate Justices of the Court as appropriate, and relevant representatives of the State Bar of California.

At a recent Deans Workshop in Seattle, in which deans from more than 120 ABA accredited law schools met for two days of meetings, the topic of state bar examinations was a principal subject of discussion. It became immediately clear from that discussion that other state supreme courts regularly meet and consult with the deans of their law schools regarding licensure and other matters of importance to the profession. California has historically not had a similar practice. We are writing with the hope of changing that practice.

Coincidentally, during the Deans Workshop, the California State Bar announced its plan to negotiate with Kaplan for the provision of multiple-choice questions for the February 2025 Bar Exam. The State Bar webpage states as follows:

At its July 18 meeting, the State Bar of California's Board of Trustees voted to authorize the Board Chair and Executive Director to negotiate terms of and, if appropriate, execute a five-year bar exam agreement not to exceed \$8.25 million with Kaplan North America, LLC. If an agreement is reached, Kaplan would create California-specific multiple-choice, essays, and performance test questions for the California Bar Exam. The multiple-choice questions would replace the Multistate Bar Examination (MBE) in time for the February 2025 exam. The agreement will help the State Bar transition to remote and test center-based exam administration, both of which test takers prefer. These test administration changes will also help the State Bar close a significant gap in the Admissions Fund, which is projected to reach insolvency in 2026, absent further efforts to reduce costs. For years, the State Bar has utilized the National Conference of Bar Examiners' (NCBE) multiple-choice question set, the MBE. The NCBE does not allow remote or test center-based exam administration.

This nascent plan raises several concerns that we wish to address in an initial meeting with the Court and ABA deans. These include the timing of the decision to transition to an online bar examination, communication with test-takers and law schools regarding the new format and

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CLERK SUPREME COURT

content, potential cost and responsibility shifts to law schools, and the overall reliability and quality of the examination.

We are particularly concerned that the combination of exam uncertainty and Kaplan's challenge in drafting high-quality questions within this timeline, coupled with California's extreme cut score, will severely disadvantage our graduates. California's cut score of 1390 is higher than that of all other states except Delaware, contributing to historically low pass rates. As the California ABA deans have expressed to this Court in the past, the State's persistence in deviating so significantly from the practice of other states is greatly troubling.

Critically, California's lower pass rate is not due to less qualified or poorer exam-takers. California bar takers consistently perform above the national average on the MBE portion of the exam. For example, the national average MBE score for the July 2023 exam was 140.5, whereas California ABA-accredited school graduates averaged 144.1. However, California's atypically high cut score results in significantly lower pass rates, despite better performance on the national portion of the exam. Since the essay portion is statistically scaled to the MBE, the high cut score disproportionately affects the overall pass rates.

Finally, we also seek to understand the status of the report from the Blue-Ribbon Commission on the Future of the Bar Exam and the separate report on alternative pathways to licensure.

Given the urgency and importance of these matters, we respectfully request a meeting at your earliest convenience to discuss these issues. While a virtual meeting would enable broader participation from the deans, we would welcome meeting either by Zoom or in person, at your convenience.

We appreciate your attention to this request and look forward to the possibility of engaging in this important conversation. Please contact Chancellor & Dean David Faigman (faigmand@uclawsf.edu), to help organize the proposed meeting.

Sincerely,

Jessica Berg
Incoming Dean and Professor of Law
University of California, Davis School of Law

Paul L. Caron
Duane and Kelly Roberts Dean and Professor of Law
Pepperdine University Rick J. Caruso School of Law

Erwin Chemerinsky
Dean and Jesse H. Choper Distinguished Professor of Law
University of California, Berkeley School of Law

Marisa S. Cianciarulo
Dean and Professor of Law
Western State College of Law at Westcliff University

Brietta R. Clark
Fritz B. Burns Dean and Professor of Law
Loyola Law School, Loyola Marymount University

Darby Dickerson
President & Dean
Southwestern Law School

David L. Faigman
Chancellor & Dean and John F. Digardi Distinguished Professor of Law
University of California College of the Law, San Francisco

Johanna Kalb
Dean and Professor Law
University of San Francisco School of Law

Michael J. Kaufman
Dean and Professor of Law
Santa Clara University School of Law

Austen L. Parrish
Dean and Chancellor's Professor of Law
University of California, Irvine, School of Law

Paul D. Paton
Dean and Donald P. Kennedy Chair in Law
Chapman University, Dale E. Fowler School of Law

Robert A. Schapiro
Dean and C. Hugh Friedman Professor of Law
University of San Diego School of Law

Michael Hunter Schwartz
Dean and Professor of Law
McGeorge School of Law

Sean M. Scott
President and Dean
California Western School of Law

Franita Tolson
Dean and Carl Mason Franklin Chair
University of Southern California Gould School of Law

Michael Waterstone
Dean and Professor of Law
University of California, Los Angeles, School of Law

Mark Yates
Dean & Professor of Law
Golden Gate University, School of Law

Report 4.4 – Faculty Hiring

By Provost & Academic Dean Morris Ratner

We have reported to the Board of Directors on faculty hires as they have occurred in the past year. Hiring continued past the last reporting cycle. Looking back on the prior year, the College has rebuilt its faculty after a period of retirements and lateral transfers that caused its full-time faculty ranks to shrink to historical lows. The following text is adapted from a July 2024 advising message from Provost & Academic Dean Morris Ratner to returning JD students about the past year’s hiring efforts:

We have **thirteen** (13) new full-time faculty joining us this fall term, many of whom are teaching upper division JD classes. Some of the faculty have taught at the law school and simply have new faculty positions. They include the following persons teaching upper division JD classes this fall:

- Associate Professor [Prithika Balakrishnan](#): Criminal Practice Clinic (LAW911) and Social Justice Concentration Seminar (LAW830) (co-taught with Professor [Ascanio Piomelli](#)).
- Associate Professor [George Horvath](#): Healthcare Providers & Law (LAW217) and Health Law & Policy Seminar (LAW750).
- Associate Professor [Seema Patel](#): Movement Lawyering (LAW648).
- Associate Professor [Moria Paz](#): International Law (LAW535).
- Visiting Assistant Professor [Blaine Bookey](#): International Human Rights (LAW417).
- Visiting Assistant Professor [Natalia Ramirez Lee](#) (Center for Racial & Economic Justice): Race, Racism & American Law (LAW213) (co-taught with Professor [Thalia González](#)).
- Associate Director of Bar Passage Support and Professor of Practice [Dan Martin](#): Critical Studies 1 (LAW861).
- Director of Applied Innovation and Professor of Practice [Tal Niv](#): AI Law (co-taught with Adjunct Professor [Earnest Hammond](#)).

Additional new faculty who are not teaching upper division JD classes, but whom you may see around campus in the coming year, include Associate Professor [Ben Barsky](#), Professor [Kate Weisburd](#), Visiting Assistant Professor (Center for Innovation) [Zac Henderson](#), Professor of Practice – Legal Writing [Mimi Glumac](#), and Professor of Practice – Legal Writing [Nehal Khorraminejad](#).

For profiles of our new faculty, please see this post on our external website: <https://www.uclawsf.edu/2024/08/16/new-faculty/>. As a result of these hires, we have significantly filled staffing and research specialist gaps in health law and policy, criminal law, international law, employment law, legal writing, racial justice, bar success, and technology and innovation. The law school’s website will care a story in the coming days profiling all the new hires.

Report 4.2 – Center Annual Reports

By Provost & Academic Dean Morris Ratner

A key element of the Operational Strategic Plan was to develop centers of research and programmatic excellence at UC Law San Francisco. Prior reporting reveals how enthusiastically the College and faculty heeded that call. Our research centers are primarily grant-funded operations, including the Center for Innovation, the Center for Gender and Refugee Studies (CGRS), WorkLife Law, the Equality Action Center, and the UCSF/UC Law Consortium. Our programmatic centers may engage in grant work but are more focused on events and other programming designed to educate and connect faculty, students, alumni and the broader practice community. For a full list of our centers, please visit [this page](#).

This year, on September 10, 2024, 12:30-1:30 in the Alumni Reception Center in the 200 McAllister building, the centers will hold an open house for faculty, staff, and students. For the past two years, the centers have all also produced annual reports describing accomplishments, which we share more widely. I'm attaching reports received so far this year, including reports for:

- Center for Business Law
- Center for East Asian Legal Studies
- CGRS
- Center for Innovation
- Center for Litigation and Courts
- Center for Race, Immigration, Citizenship & Equality
- Center for Social Justice
- Center on Tax Law
- Equality Action Center
- International Development Law Center
- UCSF/UC Law Consortium
- WorkLife Law

All annual reports will be published on the external website on the [center page](#). In addition, we are sending email versions of the annual reports to peer law schools and sharing links with the alumni community as well. I will also share information and links with internal community members, including faculty, staff, and students.

UC Center for Business Law San Francisco Annual Report

UC Law SF Office of Communications <communications@uclawsf.edu>

Tue 7/9/2024 8:01 AM

To:Ratner, Morris <ratnerm@uclawsf.edu>



UC Center for Business Law San Francisco

Annual Report 2023-2024

This year marked significant growth for the **UC Center for Business Law San Francisco**. CBL launched a new executive education program for directors of venture-backed companies, expanded its CBL Scholars program, and created a new Startup Litigation Digest. The Center aims to be the leading business law venue in San Francisco, one of the world's great centers of commerce, finance and technology.



[Read the Full Report](#)



Examining Cutting-Edge Challenges: Digital Asset Litigation, Stablecoins, Liquidity Management

The [CBL Roundtable on Financial Policy & Regulation](#) included discussions on the evolving landscape of litigation of digital assets, the future of stablecoins, and the role of liquidity management in financial services. The event promotes dialogue and thought leadership around the evolving regulatory frameworks for new financial products and services.

6th Annual UC Law SF, UCLA



San Francisco Economic Outlook

Co-hosted with UCLA Anderson Forecast and the Bay Area Council Economic Institute, the [outlook](#) addressed the prospect of recession, higher inflation, and higher interest rates. Experts from law firms, public/private sectors, and academia discussed the implications for the future of tech and trade.



Startup Litigation Digest: The Litigation Landscape of the Innovation Economy

Launched by CBL Professors Evan Epstein and Abe Cable, the publication sheds light on the opaque world of private company litigation. Given the rise of private markets, there will be an increased focus from regulators and private parties on these cases. Each edition highlights a new group of cases, including updates from prior editions. The content may involve shareholder litigation and/or enforcement actions from the SEC, DOJ and/or other enforcement agencies.

[Read Issue No. 3](#)



CBL Launches Program To Address Startup Directors' Unique Challenges

CBL's first executive education program for corporate directors is designed by leading scholars and industry experts for directors of venture-backed companies. The [VC-Backed Board Academy](#) is a one-day program focused on the corporate governance challenges faced by startups. The inaugural program took place at Cooley's S.F. offices with nearly 100 participants. The [next VCBA program](#) will be take place Oct. 29, 2024, at Nasdaq's MarketSite in New York City.

Faculty Who Lead: Featured CBL Research

Abe Cable's *Stock Options of Adhesion* was accepted for publication in the Journal of Corporation Law. The article argues that a competitive market for startup talent helps equity compensation contracts evolve in employee-friendly ways, even when employees do not actively negotiate or even understand their agreements. His prior article *Regulating Democratized Investing*, originally published in the Ohio State Law Journal, was selected for the Securities Law Review anthology.

John Crawford has an article forthcoming in the William & Mary Business Law Review, *A Threshold Test for Fed Activism*. He recently published *The Dollar Dilemma: Hegemony, Control, and the Dollar's International Role* in the Virginia Law & Business Review, examining the risks created by the offshore U.S. dollar market, along with the tradeoffs involved in potential reforms.

Jodi Short published *Regulatory Managerialism as Gaslighting Government* in Law & Contemporary Problems, exploring the uneven ways that management theory gets applied to government and businesses. She also published *Major Questions About Presidentialism: Untangling the "Chain of Dependence" Across Administrative Law* in the Boston College Law Review, which seeks greater coherence in an area of administrative law doctrine that threatens to destabilize the business environment for many regulated companies.

Emily Strauss' short piece, *Standing and Snitches*, which evaluates challenges to the SEC's whistleblower rules, was accepted to The Business Lawyer. Her prior article, *Is Everything Securities Fraud?*, was included in the list of the top ten corporate and securities law articles of 2023 (corporate and securities scholars are polled every year to compile the list). The article also has been selected to be reprinted in the Securities Law Review anthology.

Evan Epstein was named one of the most influential leaders in corporate governance by the National Association of Corporate Directors (NACD) as part of the 2023 NACD Directorship 100™. He also published his 141st episode of the Boardroom Governance Podcast. His guests include corporate governance experts including scholars, practitioners, directors and investors. He has also written over 53 newsletter editions chronicling the latest corporate governance trends in Silicon Valley and beyond in his Boardroom Governance Newsletter.

Read More CBL Research



CBL Scholars Program Attracts Record Applicant Pool

Launching new companies, helping innovative startups grow, and expanding economic opportunities in disadvantaged communities are among the top goals of this year's three CBL Scholars.

Joanna Chen, Malik Jefferson, and Veronica Louise Mendoza were chosen among a record-breaking number of first-year law students who applied to become CBL Scholars this year. They will each receive financial scholarships and unique mentorship opportunities with seasoned business law leaders and professionals. The CBL Scholars Program aims to accelerate the careers of students

from disadvantaged backgrounds and improve diversity in the field of business law.

The CBL Scholars Program is made possible by the support of individuals and corporate sponsors, including Orrick, Freshfields, Gibson Dunn and Gunderson Dettmer.

Meet the CBL Scholars



UC Center for Business Law

200 McAllister Street
San Francisco, CA 94102
Tel: 415-450-6388
cbl@uclawsf.edu

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CENTER FOR EAST
ASIAN LEGAL STUDIES

2023-2024

ANNUAL REPORT



MESSAGE FROM THE FACULTY DIRECTOR



In our second full year as the Center for East Asian Legal Studies, we celebrated a bittersweet milestone, as Senior Director Setsuo Miyazawa, one of the world's leading legal sociologists, stepped down from active teaching duties. He has offered Japanese law at UC Law SF since 2009. For five decades, Professor Miyazawa has been an intellectual leader in the Asian law field, publishing or editing more than a dozen books and countless articles on policing and criminal justice, legal ethics, public interest lawyering, legal education, and corporate law in Japan. He led numerous prominent scholarly associations focused on Asian law and received the Law & Society Association's Stanton Wheeler Mentorship Award and Legacy Award in 2021. As Professor Miyazawa steps into his new role as CEALS Emeritus Senior Director, I thank him for his mentorship and countless contributions to the field and our law school. I'm also pleased to announce that CEALS has established the Setsuo Miyazawa Fund for Japanese Legal Studies, so community members who wish to honor Professor Miyazawa's legacy can support our continued work in the Japanese law field.

CEALS expanded its programming and impact in the 23-24 academic year. We hosted eleven public events with senior scholars and practitioners from Japan, Singapore, Hong Kong, Korea, Vietnam, and the United States. More than 550 in-person and virtual participants benefitted from expert insights at our events, which focused on topics ranging from tensions in the South China Sea to U.S. trade policy in East Asia and cybercurrency regulation in Japan. Participants at our Japanese law symposium published a series of academic papers on Japan's open government information movement. We welcomed two new Affiliated Scholars with deep expertise on China and Japan, and thirteen students produced scholarly papers in our Japanese law course. Our scholars and affiliates presented their research at conferences across the United States and Asia. We hope you enjoy learning more about these contributions in our 23-24 Annual Report, and we thank you for your continued support!

ABOUT THE CENTER

In 2015, Professors Setsuo Miyazawa and Keith Hand founded the East Asian Legal Studies Program at UC Law SF. In 2022, law school administrators granted the program new status as the Center for East Asian Legal Studies. The Center's mission incorporates three closely related elements:

- Building the law school into a leading Pacific Rim center for interdisciplinary research and exchange on East Asian legal systems;
- Advancing our understanding of the historic legal changes taking place across East Asia by promoting in-depth faculty and student research, collaborating with leading scholarly networks and professional institutions, and offering a diverse range of expert lectures and conferences to legal professionals in the San Francisco Bay Area; and
- Providing the next generation of law students with the knowledge and training to understand East Asian legal systems and legal cultures; work effectively with clients and counterparts in this dynamic region; and take full advantage of the growing opportunities for legal professionals interested in a global practice with an East Asia focus.

Center faculty and affiliates include:



Setsuo Miyazawa
Emeritus Senior Director
Senior Professor
UC Law SF



Keith Hand
Director
Professor of Law
UC Law SF



Hiroshi Fukurai
Affiliated Scholar
Professor
UC Santa Cruz



Sally A. Harpole
Affiliated Scholar
International
Arbitrator



Jeff Layman
Affiliated Scholar
Attorney



David Makman
Affiliated Scholar
Adjunct Professor
Attorney



Bianca Villao
Student Fellow

CENTER NEWS AND RESEARCH

CEALS hosted an international symposium on **Achievements and Challenges of the Open Government Movement in Japan** (September 2023). The **Asia-Pacific Law & Policy Journal at the University of Hawaii** published a symposium issue with seven articles authored by the participants (May 2024).

CEALS Senior Director **Setsuo Miyazawa** retired from teaching at UC Law SF in November 2023. Professor Miyazawa was presented with the **CEALS Lifetime Achievement Award**, and a law school **Resolution of Appreciation** for his 15-year service. He organized the symposium on Japan's open government movement (September 2023) and participated in a panel on the **Importance of US-Japan Scholarly Exchange** organized by **NYU Law School** (March 2024).



CEALS Director **Keith Hand** presented his research on U.S.-China lawfare at the **Asian Law Scholars Conference** (Seattle, September 2023); the **UCLA Anderson Forecast Panel on Geo-Politics, China, and the Future of Tech** (San Francisco, November 2023); **A Critical Examination of 'De-coupling': Symposium of the Washington International Law Journal** (Seattle, March 2024); and the **Law & Society Association Annual Meeting** (Denver, June 2024).

CEALS Affiliated Scholar **Hiroshi Fukurai** organized numerous panel sessions on East Asia and presented his own research at the **Law & Society Association Annual Meetings** in Puerto Rico (June 2023) and Denver (June 2024). He made several presentations on the history of Japan's different systems of lay participation at **Cornell Law School's East Asian Lay Participation Roundtable** (May 2024).

CEALS was honored to welcome international arbitrator, mediator, and attorney **Sally A. Harpole** as a new Affiliated Scholar. Ms. Harpole brings over four decades of legal experience across Asia as a lawyer and dispute resolution specialist. In 2023, she was appointed to the Board of Directors of **California Arbitration**. In November 2023, she provided UC Law SF students with a fascinating perspective on China's post-Mao legal reform trajectory and current dispute resolution trends.

CENTER NEWS AND RESEARCH

CEALS was honored to welcome **David A. Makman**, Founder of the Law Offices of David A. Makman, as an Affiliated Scholar. Mr. Makman has nearly three decades of legal and professional experience in Japan and will teach the law school's survey course on Japanese law next year. He has practiced and written widely on intellectual property and corporate governance issues in Japan.

CEALS Senior Director **Setsuo Miyazawa** hosted a Tokyo dinner for **David Albagli**, partner in the Tokyo office of **White & Case** and UC Law SF alumnus ('07), and UC Law SF students **Miquela Kallenberger** and **Rachel Shefer**, who were participating in the law school's exchange program at **Waseda University Law School** (December 2023).

CEALS Director **Keith Hand** was cited extensively in Shi Jiangtao's article **China's Foreign Relations Law Signals New Red Lines, But Doesn't Say What Crosses Them** (South China Morning Post, July 2023).

PUBLIC EVENTS AND EXCHANGES

Since 2009, CEALS has organized over **85 public events and exchanges** on a wide range of topics related to East Asian legal systems. **Major events** during the **23-24 academic year** included:

Countering China's Plan for the South China Sea: Are Legal Approaches Enough? with Nguyen Thanh Trung, Professor, Fulbright University Vietnam (September 2023).

Alternative Regime without Alternative Institutions: Capital Markets, Insolvency, and Resilient State Capitalism in China with Weitseng Chen, Associate Professor, National University of Singapore Law School (September 2023).

PUBLIC EVENTS AND EXCHANGES

Symposium on Shining a Light into the Halls of Government: Achievements and Challenges of the Open Government Movement in Japan with Hiroshi Miyake, Attorney and former President, Daini Tokyo Bar Association; Lawrence Repeta, Attorney and former Professor, Meiji University; and Marsha Cohen, Sullivan Professor of Law, UC Law SF. Co-sponsored by the Asia-Pacific Law & Policy Journal at the University of Hawaii (September 2023).

American Trade Policy, Japan, and China with Glen S. Fukushima, Senior Fellow, Center for American Progress (October 2023).

Virtual Panel on Current Issues in Business Law and Investment in Japan with Tasha Yorozu, Miura & Partners US; Masako Takahata, Industrial Decisions Inc.; Daniel Rosen, Professor, Chulalongkorn University Faculty of Law; David A. Makman, Law Offices of David Makman; and John Kakinuki, Kakinuki Law Office, PC. (October 2023).

Growing Stakeholderism in the Airline Industry after the COVID-19 Pandemic with Seung Young Yoon, Assistant Professor, Hankuk University of Foreign Studies and UC Law SF Visiting Scholar (October 2023).

Geopolitics, China, and the Future of Tech with Center Director Keith Hand; Ker Gibbs, Executive in Residence, Center for Business and Studies and Innovation in the Asia-Pacific, University of San Francisco; and Hartley West, Partner, Dechert LLP. Organized and co-sponsored by the UCLA Anderson Forecast and the Center for Business Law (November 2023).

Dispute Resolution in China: A Conversation with Sally Harpole, International Arbitrator and Mediator and CEALS Affiliated Scholar (November 2023).

Transactional Law in Asia and Beyond: A Conversation with Jeff Layman, former Boeing China Country Counsel, UC Law SF Alumnus ('97), and CEALS Affiliated Scholar (February 2024).

PUBLIC EVENTS AND EXCHANGES

Redefining Dispute Settlement: Norms Versus Realities in International Commercial Courts with Yueming Yan, Assistant Professor, City University of Hong Kong. Co-sponsored by the Center for Negotiation and Dispute Resolution (March 2024).

Currency and Cybercurrency in Japan with David Makman, Founder, Law Offices of David A. Makman and CEALS Affiliated Scholar (April 2024).



24-25 PREVIEW

In 24-25, CEALS faculty will offer a rich course curriculum, including **China and the International Legal Order**, a seminar that explores China's attitudes toward international law and the implications of China's rise for the international system; **Japanese Law**, a survey course on the Japanese legal system; and **International Business Transactions**, a introduction to six cross-border transaction forms with substantial content on East Asia.

Emeritus Senior Director **Setsuo Miyazawa** will return to San Francisco to lead the eleventh installment of the CEALS Symposium on Japanese Law in September 2024. This year's symposium will focus on **cross-border intellectual property issues** involving Japan and the United States .

CEALS will host a **robust schedule of lectures and panels** on a wide range of current topics. Keep an eye on the Center website for announcements and updates.

Very Special Thanks To:

Chancellor and Dean David Faigman
Provost and Academic Dean Morris Ratner

Sally A. Harpole

David A. Makman

Faculty Assistant Kaytlyn Fleming

Donate to CEALS



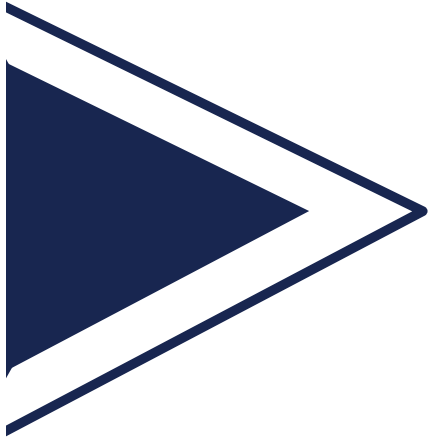
Connect with CEALS:



CEALS Website

200 McAllister Street
San Francisco, CA 94102
ceals@uchastings.edu
415-565-4803





CGRS | Center for Gender & Refugee Studies

ANNUAL REPORT 2023-2024



FACULTY DIRECTOR
Professor Karen Musalo

Message from the Director

The Center for Gender & Refugee Studies (CGRS) works to ensure that the United States lives up to its international and domestic legal obligations to protect individuals fleeing persecution. We provide training, expert consultation, and resources to attorneys who represent asylum seekers to ensure the best outcome in individual cases, while we litigate and are engaged in research and policy advocacy to impact the development of the law. CGRS is a nationally and internationally recognized source of expertise and is a frequent reliable source for scholars and journalists writing on refugee issues.

I founded CGRS after achieving the groundbreaking victory in *Matter of Kasinga*, which was the first precedent decision establishing that women fleeing gender-based persecution could be eligible for asylum in the United States. Although CGRS's initial mission was on behalf of refugee women, we have expanded to protect all those who suffer human rights violations and arrive at our borders seeking the protection guaranteed by U.S. law, and our international obligations.

The global trend by rich industrialized countries—including the United States—has been to turn back asylum seekers, resulting in tragic deaths at the border, and at sea. We work to counter policies that violate the right to *non-refoulement* (non-return) to persecution. We harness our skills as scholars, educators, litigators, and policy experts to restore and reimagine access to asylum, providing refugee communities a fair chance to live in safety and dignity.



Professor Karen Musalo
Director



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Denise Abrams	Simona Agnolucci	Richard Boswell	Tanya Broder	Sara Campos
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Responding to the climate emergency

CGRS is taking a leading role in the movement to expand access to protection for those displaced by the impacts of climate change. We are developing practical guidance and country conditions documentation to support advocates representing climate-displaced people. To complement our [climate practice advisory](#), we are now developing an evidentiary toolkit to support advocates representing a group of recently arrived Indigenous Miskito asylum seekers displaced from their homes in Honduras and Nicaragua due to in part the impacts of climate change.

Because the existing law of protection is limited, we are advocating for new legal frameworks that provide broader protections for those impacted by climate change. Towards that end, this year, we led the drafting and filing of a historic [amicus curiae brief](#) with the Inter-American Court of Human Rights arguing for a protection agenda for climate-displaced individuals. At the request of the Court, CGRS's Felipe Navarro [testified](#) in Barbados in April 2024 at one of the three public hearings the Court is holding in order to hear arguments prior to issuing a formal Advisory Opinion on the Climate Emergency and Human Rights.

Unparalleled asylum law expertise

CGRS is a nationally recognized leader in the field of asylum law, supporting thousands of attorneys annually with the online tools and training they need to successfully litigate asylum cases. We develop practice advisories explaining key areas of the law and provide country conditions evidence critical to building strong asylum cases. Our online library generates curated litigation support materials, pulling from more than **900** country- and issue-specific resources. Because credible expert testimony is vital to winning asylum claims, CGRS developed a free searchable online expert witness database that allows attorneys to identify and easily connect with over **400** vetted country specialists and health professionals.

In 2023-2024:



We provided technical assistance in more than **7,000** cases.



We connected advocates with experts through the database **3,159** times.



Staff conducted **84** webinars, workshops, and other presentations, reaching an additional **5,900** advocates nationwide.



We disseminated **53** new CGRS-authored resources, including in-depth practice advisories, country-condition toolkits, and model briefings.

Championing fair and humane policies for asylum seekers

Officials from the White House, Department of Homeland Security, and Department of Justice seek out CGRS's expertise on asylum, inviting us to participate in stakeholder meetings. We take a leading role in national coalitions and submit in-depth comments on immigration-related rulemaking. We also provide guidance for organizations and individuals submitting comments to proposed regulations. We published **20** policy resources, including factsheets, rapid response materials, comments to the Executive Branch, and submissions to the Inter-American Commission on Human Rights. We also produced select resources in Spanish, French, and Haitian Creole.

Impact Litigation: Holding the United States accountable to international norms

CGRS takes on high stakes impact cases to ensure that the United States complies with its international and domestic legal obligations to protect refugees. We do this through systemic challenges as well as intervening as counsel, co-counsel, or *amicus* in select individual asylum cases. This year, we filed three legal challenges in federal courts to the Biden administration's asylum ban—a rule that blocks access to asylum for the majority of individuals seeking refuge at our southwest border. We also filed a [federal complaint](#) against the Department of Homeland Security Office for Civil Rights and Civil Liberties for violating its own custody standards by detaining asylum seekers in open-air detention sites along the California-Mexico border without access to basic needs. Additionally, we took the lead in select individual asylum cases which will determine the scope of protection for those fleeing gender-based and gang violence.

2023 Litigation

- We were co-counsel in **9** major national impact litigation matters.
- We were counsel or co-counsel in **14** individual asylum cases at the Circuit Courts of Appeals, the Board of Immigration Appeals (BIA), immigration courts and United States Citizenship and Immigration Services (USCIS).
- We filed **3** *amicus* briefs in the Ninth Circuit Courts of Appeals.

Sought-out experts: CGRS in the news

Journalists frequently turn to CGRS staff for our expertise and insight on the latest developments in immigration and asylum law and policy. This year, we were quoted, featured, or used as a source in **168** [media](#) pieces in national and international press. CGRS faculty published op-eds, letters to the editor, and other commentary in the [Los Angeles Times](#), [New York Times](#), and [The Progressive Magazine](#).

Regional approach to migration

We aim to ensure that U.S. migration policies prioritize human rights and access to meaningful protection. CGRS works with partner organizations in the United States, Latin America, and the Caribbean to advocate for humane migration policies, address the root causes of forced migration, and contribute to the development of a more just regional system of refugee protection.

CGRS has expertise in human rights conditions in the countries from which many asylum seekers flee, including Mexico, Haiti, and northern Central America. We regularly engage in fact-finding trips to deepen our knowledge of these regions. This year, in collaboration with the Refugee and Human Rights Clinic, CGRS carried out a second fact-finding trip to Honduras (the first being in Fall 2022). The trip dove-tailed with our climate work, as its focus was on climate-related displacement.



CGRS and Refugee and Human Rights Clinic fact-finding delegation to Honduras March 2024.

Trips such as these, and other initiatives, provide us with the opportunity to work with partners in the region in order to develop country conditions evidence, including expert witness declarations on particular countries and issues which provide critical evidence to support asylum claims.

Haiti Justice Partnership

In March, CGRS Legal Director and Adjunct Professor Blaine Bookey led a delegation of CGRS staff and UC Law SF [Haiti Justice Partnership](#) students to Mexico City and Tapachula in Mexico to document current conditions for Haitian asylum seekers and provide Know-Your-Rights information in Haitian Creole. We produced a [report](#) detailing the barriers to protection faced in Mexico in their pursuit of safety and provided recommendations to the U.S. and Mexican governments to ensure the basic rights and dignity of Haitian asylum seekers are upheld.

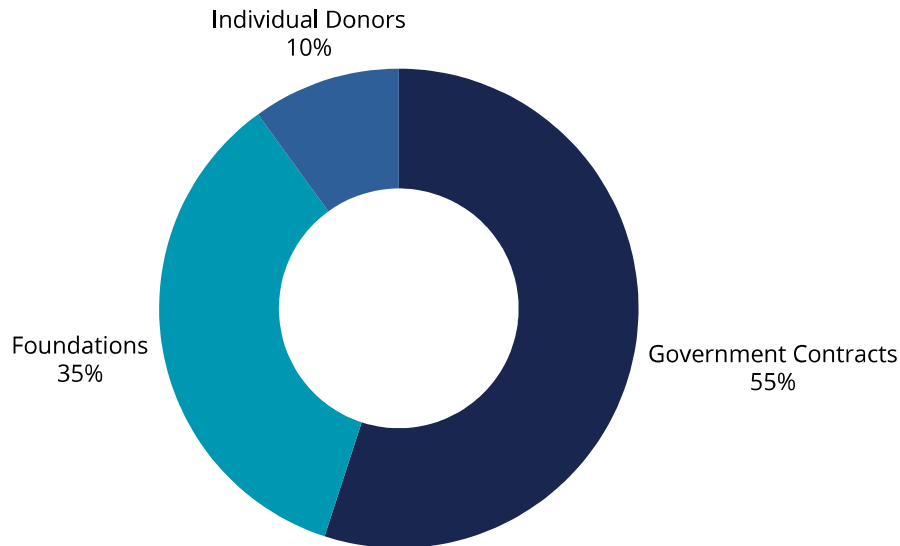


CGRS and Haiti Justice Partnership delegation with Haitian Bridge Alliance colleagues in Mexico March 2024.

Fiscal Year 2024 Financial Overview

Center Operating Budget: \$3,732,307

Sources of Revenue



Donate to CGRS



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Center for Gender
& Refugee Studies



cgrs@uclawsf.edu

Special Thanks To: Dean and Chancellor David Faigman, Academic Dean Morris Ratner, our Advisory Board, and our numerous supporters who make our work possible.

ANNUAL REPORT 2023 – 2024



CENTER FOR INNOVATION (C4i)



**C4I DIRECTOR
PROFESSOR
ROBIN FELDMAN**

MESSAGE FROM THE DIRECTOR ROBIN FELDMAN

This year saw an exciting new development at **C4i** with the rollout of its **AI Law & Innovation Institute**. The Institute's purpose is to “*bring together scholars, policymakers, and industry leaders to propose frameworks for responsibly encouraging and managing the effects of innovation.*”

The Institute's launch provided an opportunity to bring three scholars into C4i's academic orbit: **Marcus Eagan**, CEO and Co-Founder of AI infrastructure company Trace Machina; **Zac Henderson**, General Counsel of digital health company Levels; and **Merav Avital-Magen**, who has been Deputy Director of the International Department at the Money Laundering and Terror Financing Prohibition Authority.

C4i's flagship program, **Startup Legal Garage**, provides students with hands-on legal experience and startups with free legal advice. In its **Spring 2024 lineup**, SLG partnered with 15 corporate and 4 patent startups. To date, **more than 600 students** have been launched into the world of startup law, serving **over 550 startups**. An astonishing **80%** of these startups are still in business today, in addition to **14** which achieved buyout by a larger firm. Startup Legal Garage alumni have exited for millions of dollars, received funding from the NIH, and won the Nobel Prize.

C4i's research through the **Law and Medicine Initiative** also met with significant success this year, with publications appearing in *Yale Journal of Health Policy, Law, and Ethics*, *Oxford's Journal of Law & the Biosciences*, *PLOS Medicine*, and more.

C4i continues its work to advance understanding of the law and increase access to information needed by courts, commentators, and policymakers. I look forward to your joining in the mission!
-Robin



CENTER FOR INNOVATION MISSION STATEMENT

“More than a think tank, C4i is an action tank invested in **identifying implementable solutions to today’s problems.**”

Research initiatives and classroom components are integral to the Center as it identifies and advances the knowledge, tools, and skills necessary to foster innovation in the practice and development of law and policy, and in legal education."

The Center for Innovation (C4i) at UC Law features three dynamic initiatives: the Startup Legal Garage; the Law & Medicine Initiative; and the AI Law & Innovation Institute

- **Startup Legal Garage (SLG)** provides startups with free legal advice and UC Law students with hands-on legal experience while supervised by attorneys from the area’s leading law firms, creating win-win-win experiences for all participants.
- The **Law & Medicine Initiative (LMI)** empowers policymakers, stakeholders, and regulators to make informed, evidence-based decisions at the intersection of intellectual property law and medicine.
- **The AI Law & Innovation Institute (AILII)** brings together scholars, policymakers, and industry leaders to propose frameworks for responsibly encouraging and managing the effects of innovation.

Center Leadership



Robin Feldman
C4i Director



Paul Belonick
SLG Director
C4i Assistant Director



Gideon Schor
LMI Director



Ramy Alsaffar
Senior Data Scientist

AI LAW & INNOVATION INSTITUTE KEY WORK

Government Activities Related to AI

For almost a decade, Professor Feldman and C4i have provided guidance on AI to government institutions, including:

- Technical advice to **congressional committees and agencies** on regulation of AI
- The **Army Cyber Institute's** threat casting exercise on Weaponization of Data
- The **GAO's** Artificial Intelligence Roundtable report to Congress on the future of AI
- The **United Nations** (address delivered to the 2023 General Assembly Science Summit on the impact of AI, delivered by Chancellor David Faigman)
- The **Federal Trade Commission's** hearing on Emerging Competition, Innovation, and Market Structure Questions Around Algorithms, AI, and Predictive Analytics
- The **US Patent & Trademark Office's** Listening Session on Patents and AI Inventorship
- The **National Academies'** Workshop on AI and Machine Learning to Accelerate Translational Research, for the Government-University-Industry Research Roundtable
- The **National Academies'** Workshop on Robotics and AI

Forthcoming Academic Work on Artificial Intelligence

(For past publications, see <https://www.uclawsf.edu/people/robin-feldman/>)

- *Artificial Intelligence and Cracks in the Foundation of IP*
(Expected Fall 2024 in UC Law Review)
- *AI and Antitrust: The Algorithm Made Me Do It*
(Expected Fall 2024 Competition J. Antitrust and Unfair Competition Law Section)
- *Harmonizing AI and IP* (Book expected Spring 2025)

STARTUP LEGAL GARAGE PROGRAM HIGHLIGHTS

As the flagship program of C4i, the **Startup Legal Garage** provides free legal services for early-stage technology and biotechnology startups through partnerships with incubators and law firms. In particular, the program supports women- and minority-owned businesses. In past years, SLG has won awards from both the **American Legal Technology Awards** and **Bloomberg's Law School Innovation Program**.

The Spring 2024 Lineup for SLG Included:

- **Opera Bioscience**, a company developing new ways to manufacture proteins at scale for use in regenerative medicine, alternative meats, and industrial materials.
- **Theramotive**, a company using mobile clinics and local organizational partners to provide physical therapy services across New York City.
- **ECPC Travel**, a company helping to facilitate less extractive, more socially responsible practices within the tourism industry.

Past Success Stories Include:

- **Caribou Biosciences**: pioneered CRISPR technology; founded with the help of SLG law students. Founder Jennifer Doudna was awarded the Nobel Prize in Chemistry in 2020.
- **Black Girls Code**: seeking to increase the number of women of color in the digital space by empowering girls of color ages 7 to 17 to become innovators in STEM fields, leaders in their communities, and builders of their own futures through exposure to computer science and technology. Recognized by PC Magazine, NY Daily News, The Independent, CNET, Fortune, Newsweek, CNBC, Huffington Post, NPR, and USA Today.
- **Evolve Energy**: helping consumers save their energy costs through AI and IOT.

LAW & MEDICINE INITIATIVE

FEATURED RESEARCH 2023 – 2024

Paucity of Intellectual Property Rights Information in the U.S. Biologics System a Decade After Passage of the Biosimilars Act (*PLOS Medicine*, April 2024)

This article unpacks why the Purple Book, which lists patent info for large-molecule biologic drugs, fails to facilitate rapid entry of generic drugs when compared to the earlier Orange Book:

- **US law requires that a brand biologic company disclose its patents**—and that those patents are published in the Purple Book—**only after a biosimilar applies for approval.**
- **Only 2% of brand biologic listings in the Purple Book contain patent information.** (In comparison, the percentage of small-molecule drugs disclosing **patent information in the Orange Book is 21 times greater**).
- **Prospective biosimilar makers cannot readily assess its risk** of patent infringement litigation and must make investment/manufacturing decisions blindly.
- **Hampered competition contributes to high prices:** biologics accounted for **37% of all drug spending** in the United States but only **2% of all US prescriptions.**

Patent Term Extensions and the Last Man Standing (*Yale Law & Policy Review*, Fall 2023)

The paper examines 236 high-spend, non-biologic drugs in Medicare and Medicaid to analyze whether the Hatch-Waxman compromise, in which brand companies receive patent term extensions while generics are allowed to rely on the brand's data, has operated as anticipated:

- We find that **91% of drugs obtaining patent term extensions continue their monopolies well past the expiration of those extensions**, most often by relying on secondary patents.
- The average length of secondary protection time beyond the end of the patent term extension was almost 8 years, with some drugs obtaining as much as almost 17 additional years of protection.
- **In the vast majority of cases, the Last-Man-Standing protection is a patent, not a non-patent exclusivity.** Specifically, for 81% of the drugs with secondary monopoly time, secondary patents provide the final protection.
- We suggest creating **generic approval “safe harbors”** to give brand companies sufficient time on the market but allow generics to proceed regardless of amassed protections.

Special Thanks

C4i Staff and Affiliates

Our Generous Supporters!

(<https://www.uclawsf.edu/center-for-innovation/c4i-funding/>)

The Endless Support of UC Law

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Email: feldmanr@uclawsf.edu
Twitter: @C4iUCLaw
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Connect with SLG:

Website: www.startuplegalgarage.org
Email: startuplegalgarage@uclawsf.edu
Twitter: @UCstartupgarage
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Center for Litigation and Courts
at UC Law – SF

2023-2024

CLC ANNUAL REPORT



CLC Founding Director
Professor Scott Dodson

MESSAGE FROM THE FACULTY DIRECTOR

Scott Dodson



The Center for Litigation and Courts has had quite a year.

Most prominently, CLC took on pro bono representation of Stuart Harrow, a longtime federal employee, in an employment case before the U.S. Supreme Court. CLC was counsel of record, wrote the successful cert petition and merits briefs, argued the case, and prevailed in a 9-0 unanimous opinion issued in May. The case is *Harrow v. Department of Defense*.

Meanwhile, CLC has continued to produce original research, publishing important scholarship in *California Law Review*, *Notre Dame Law Review*, *Emory Law Journal*, and others. It produced its first white paper, a *Report on Class-Action Settlement Distributions in the Northern District of California*, which generated substantial media attention. CLC sponsored and hosted the Ninth Annual Civil Procedure Workshop, the premier academic conference for American proceduralists. Its California Appellate Advocacy Project organized more than 25 moots for appellate advocates around the country. CLC, in partnership with Huntington National Bank, will organize and host the third annual Complex Litigation Ethics Conference this fall. And the UC Law SF Trial Team advanced to the national tournament for the second year in a row.

CLC is playing its part to expand and disseminate knowledge of civil litigation and courts. Please join me in supporting that effort.

HARROW v. DEPARTMENT OF DEFENSE

When longtime federal employee Stuart Harrow's employment dispute before the Federal Circuit was dismissed on jurisdictional grounds because his petition for review was filed late, he looked for someone with the experience and capacity to help him.

He found CLC Director Scott Dodson, the worldwide leading expert on what makes a federal statutory deadline jurisdictional. "CLC doesn't usually provide direct representation," Dodson said, "but Mr. Harrow's case was so compelling, and the issue was so squarely within CLC's mission and expertise, that we just had to."

Dodson and CLC Research Professor Josh Davis, who is also a shareholder at Berger Montague, represented Harrow pro bono in an appeal to the Supreme Court.

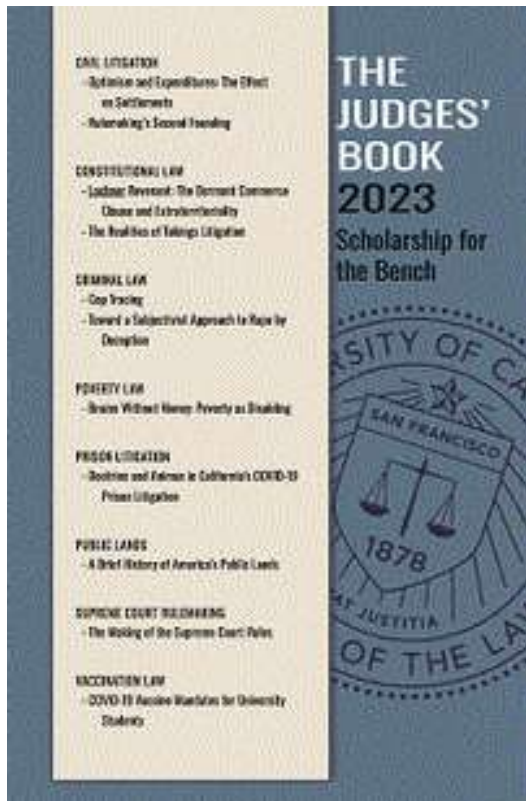


They filed the cert petition in July 2023. The government, represented now by the Solicitor General, opposed the petition, but the Court granted cert in December.

Merits briefs were filed in early 2024, and the Court heard oral argument on March 25. Davis argued the case. Early in the argument, Justice Gorsuch asked why the government was resisting the case so strongly. "That's when I thought we had pretty good chance," Dodson said with a smile.

The Court issued a unanimous decision in Harrow's favor in May. "We're both honored and delighted to have obtained this result for Mr. Harrow," Dodson said, "but it's also a win for justice and fairness everywhere."

OTHER UPDATES



The Judges' Book

This annual compilation of UC Law faculty scholarship of particular interest to judges is published and mailed, free of charge, to all federal judges nationwide and all California state judges. The eighth edition will be published in 2024.

California Appellate Advocacy Project

CAAP offers oral-argument prep to appellate practitioners appearing before the California Supreme Court and other appellate courts across the nation. CAAP will hold its 40th moot this year.



Impact Research

CLC's 2023 white paper on class-settlement distributions was the topic of a conference held at Berkeley Law and has sparked conversations with judges from the Northern District of California.

STAFF & AFFILIATES



Scott Dodson
Founding Director
and Distinguished
Professor of Law



Leah Spero
Director, California
Appellate
Advocacy Project



Joshua P. Davis
Research Professor



The Hon. Vaughn
Walker (ret.)
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UC Law SAN FRANCISCO

CENTER FOR RACE, IMMIGRATION, CITIZENSHIP & EQUALITY

RICE ANNUAL REPORT 2023–2024



Faculty-Director of RICE
Professor Ming Hsu Chen

Message from Faculty Director Ming Hsu Chen



Dear friends and supporters of RICE,

Founded in Fall 2022, RICE at UC Law SF brings together academic, legal, and policy research on race, immigration, citizenship, and equality. Our inaugural year (22-23) focused on the themes of equality and belonging for noncitizens. Our second year (23-24) focused on citizens and racialized minorities.

This year, we engaged more alumnae and community members in addition to law students, attorneys, and faculty. RICE co-hosted a welcome reception with the Center for Social Justice and a symposium with UC Law Journal "We the People: Citizenship, Race, and Equality" that discussed racial reparations and citizenship in education, work, crime and intersectional identities. Our annual Citizenship Day discussion (including a UC Law student and practitioner-alum) was paired with a series of pro bono workshops that enlisted law students in IIBA citizenship clinics (led by a practitioner-alum). We concluded the year with a fundraiser, outreach to the Latinx and AAPI Alum Council, and a tasting tour of Chinese, Vietnamese, Mediterranean, and Nepalese foods featuring rice. We encourage you to support our efforts as we continue beyond our seed funding next year!

Ming Hsu Chen

RICE ADVISORY BOARD



Irene Bloemraad

UC Berkeley, Director of Graduate Studies in Sociology, Director of the Berkeley Interdisciplinary Migration Initiative



Catherine Seitz

Immigration Institute of the Bay Area, Legal Director



Hiroshi Motomura

UCLA Law School, Susan Westerberg Prager Distinguished Professor of Law, Faculty Co-Director, Center for Immigration Law and Policy



Gabriel 'Jack' Chin

UC Davis School of Law, Edward L. Barrett Jr. Chair of Law, Martin Luther King Jr. Professor of Law, and Director of Clinical Legal Education



Lucia Martel Dow

Immigrant Legal Resource Center, Director of New Americans Campaign



Jack Trasviña

Commissioner, Board of Appeals for the City of San Francisco
Former Dean of USF Law School



Alina Ball



Blaine Bookey



Richard Boswell

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Matt Coles



Thalia Gonzáles



Rory Little



Karen Musalo



Brittany Glidden



Ascanio Piomelli



Reuel Schiller

RICE

Mission Statement

The Center for Race, Immigration, Citizenship, and Equality (RICE) supports scholarship, education, and public service on the ways that intersectional and marginalized identities produce and reflect structural inequality.

- The Center sponsors lectures and conferences that showcase research and scholarly writing from law, political science, sociology, history, and critical theory, leveraging UC Law's existing strengths in Law & Society and in interdisciplinary scholarship. It will additionally integrate other UC and California campuses doing related research as part of the Academic Village.
- The Center educates law students through research assistant and teaching positions, colloquium and conferences, and community education programs. It also connects them with alumnae engaged in related practice areas.
- The Center convenes policymakers, lawyers, community advocates, and legal scholars engaged in equality work for community events that engage the broader UC Law SF community.

OVERVIEW OF EVENTS for 2023-2024

Citizenship Day
September 21, 2023

Co-hosted UC Law
Journal 2024
Symposium: "We
the People:
Citizenship, Race,
and Equality"
February 2, 2024

RICE Tasting Tour
April 19, 2024

CITIZENSHIP DAY

September 21, 2023



RICE Director Ming Hsu Chen moderated a panel with Marco Tueros del Barco '25, UVA Law Professor Amanda Frost, and Lucia Martel Dow LLM '12 of the Immigrant Legal Resource Center New Americans Campaign and RICE Advisory Board (left to right).

RICE hosted a community luncheon focused on the history of U.S. naturalization and modern barriers to obtaining citizenship. It then coordinated naturalization workshops with UC Law students for Immigrants' Rights group and Immigration Institute of the Bay Area, whose Legal Director Catherine Seitz is on the RICE Advisory Board. Additional support was offered from the UC Law pro bono coordinator and the Academic Deans Office

"I was able to make them smile and laugh throughout the stressful and vulnerable process by sharing my own stories to relate to their experiences. Overall, I truly enjoyed this volunteer experience, as it reaffirmed my interest in serving immigrant communities in the future."

- Mareena Haseeb '25



UC Law SF students Gloria Cenizo Ledon '25, Marco Tueros del Barco '25, and Mareena Haseeb '25 (left to right) volunteered to help permanent residents apply for U.S. citizenship

UC LAW JOURNAL 2024 SPRING SYMPOSIUM: WE THE PEOPLE: CITIZENSHIP, RACE, AND EQUALITY

February 2, 2024

RICE co-hosted with UC Law Journal its 75th anniversary symposium, *We the People: Citizenship, Race, and Equality*. Professor Leti Volpp, UC Berkeley, offered a keynote lecture. Attorneys Don Tamaki, Lisa Holder, and Shauna Marshall provided luncheon remarks about racial justice and reparations based on Japanese internment and the California Reparations Task Force. A closing reception allowed students, faculty, community members, and alum to mingle in the newly-opened Academe at UC Law SF.



Professor Alina Ball, co-director of the Center for Racial and Economic Justice (CREJ) at UC Law SF, moderated a panel on “Limits on Citizenship from Schools to the Workplace” with fellow CREJ Co-Director and UC Law SF Professor Thalia González, UCLA Law Professor Ahilan Arulanantham, and Shannon Gleeson, professor of industrial and labor relations at Cornell University.



CREJ Co-Director Shauna Marshall led a panel talk with Lisa Holder and Donald Takami of California’s Reparations Task Force

Panels addressed inequality in education and employment, crime and national security, and political inequality. RICE Advisory board member Gabriel Jack Chin, UC Davis, spoke about racial preferences in naturalization as part of a symposium panel on political inequality.

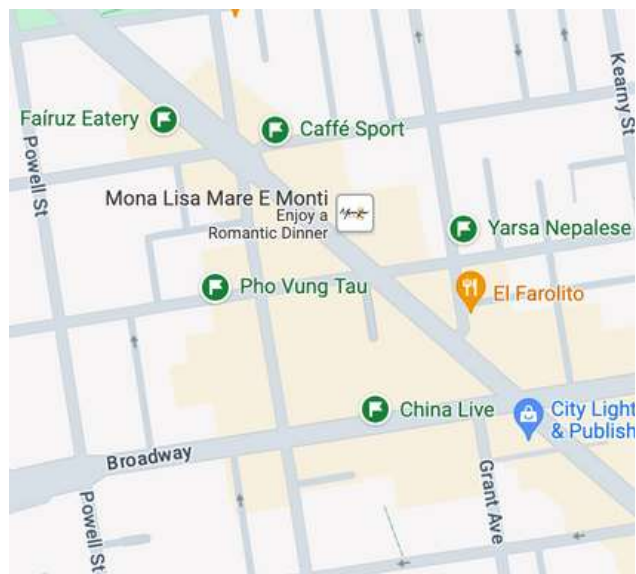
RICE TASTING TOUR

April 19, 2024



RICE community members enjoyed a tasting tour filled with rice-centric foods through North Beach, San Francisco.

Foods including Mediterranean dolmas, Italian arancini, and Indian kheer, were all consumed and enjoyed by the tasting tour participants, including Helen Hui, a UC Law SF alumna, Class of 1974.



Special Thanks To:

Provost and Academic Dean Morris Ratner
Center for Race and Economic Justice
Immigration Institute of Bay Area
ILRC New Americans Campaign
AAJ Robert L. Habush Endowment

Events Staff Leslie Hernandez, Cynthia Diaz

RICE Research Fellows Miquela Kallenberger,
Haley Meyer, Sahar Hashemian, Estefania Valois

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Center for Race, Immigration,
Citizenship, and Equality



Center for Race, Immigration,
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ANNUAL REPORT

2023-2024



[uclawsf.edu/center-
for-social-justice/](https://uclawsf.edu/center-for-social-justice/)



Message from Co-Directors

Brittany Glidden and Gail Silverstein



The Center is turning two this year and many new milestones have been met-- new colleagues, collaborators and a new physical space on campus.

We joyfully added two fabulous new team members: Simone Lieban Levine and Elizabeth Morales-Castillo. Simone is our full-time Director of Pro Bono Programs. With her warm smile and engaging personality, Simone has become a beloved member of our social justice community and provided tremendous leadership on campus in a short time. Elizabeth is the first stand-alone pro bono administrative support that the program has ever had. In addition to this fabulous team, we also started a Student Advisory Board this year to ensure student voice is well integrated into the Center.

With these new individuals and the focus we have on community and the student experience, we are grateful to have a space on campus that we can all call a home. The Center's office is in the first-floor lobby of the 200 McAllister building. We had a soft launch this past February and will be having a hard launch this upcoming Fall. Already the space has been used by students to convene and study, the staff and faculty Social Justice Committee to meet, and by a local legal nonprofit for a staff retreat.

Even with all these fresh milestones, we continued our initiatives begun last year, including hosting a Social Justice Speaker Series, cosponsoring events with a social justice focus on campus, directing a peer mentorship program, and ensuring communication about social justice events and opportunities is streamlined. While we are proud of our accomplishments, there is so much more to do now that we have set this foundation. We look forward to your partnership and support as we continue to build community and address the large, broad need to inculcate social justice into the fabric of every law student's professional identity.





What is Social Justice?

Social Justice is a value; those acting to further social justice promote access to resources, equity, participation and human rights. Social justice lawyers advocate for these concepts in partnership with people and communities that have less structural and political power. There are many means that lawyers use to work toward social justice, including litigation, community organizing, public education and outreach and policy advocacy.

Mission

The Center for Social Justice provides strategic leadership of social justice activities at the law school and promotes a strong public interest campus culture. The Center's goal is to help all students find meaningful ways to incorporate justice work into their professional identity and future practice.

Getting Students Out of their Seats and into the Streets

Orientation 2023:

On the first day of Orientation, CSJ organized events for 36 incoming students to work in the Tenderloin community. Students served food, organized donations, and performed legal work.



Pro Bono Fair:

In September 2023, CSJ hosted a fair where students met supervisors from 24 pro bono projects and non-profits. Over 300 students signed the pro bono pledge this academic year.

STARS - Pro Bono Student Projects:

We have continued to support and grow our 16 Student Advocacy and Research (STAR) student-led pro bono. Projects included: a Gender Marker and Name Change Clinic, a streetlaw program in middle schools, and records-digesting work to assist with criminal defense trial preparation.



Spring Break Pro Bono Trips

Our Alternative Spring Break Program expanded this year, with 37 students working at six different sites, including immigration, civil legal services, criminal defense, and “clean slate” work.



Students in Professor Boswell’s class and pro bono students traveled to Arizona to assist with the Florence Project’s immigration detention center and removal proceedings work

With Legal Services of Northern California, students volunteered in estate planning and clean slate clinics



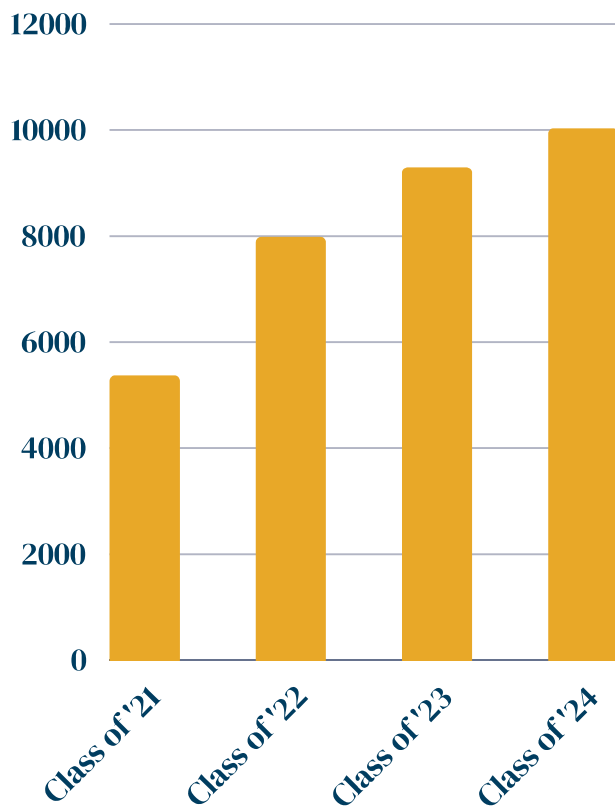
At the Fresno County Public Defender, students interviewed clients, wrote motions, and drafted declarations for a Clean Slate Clinic



PRO BONO STATISTICS

Volunteer hours in context

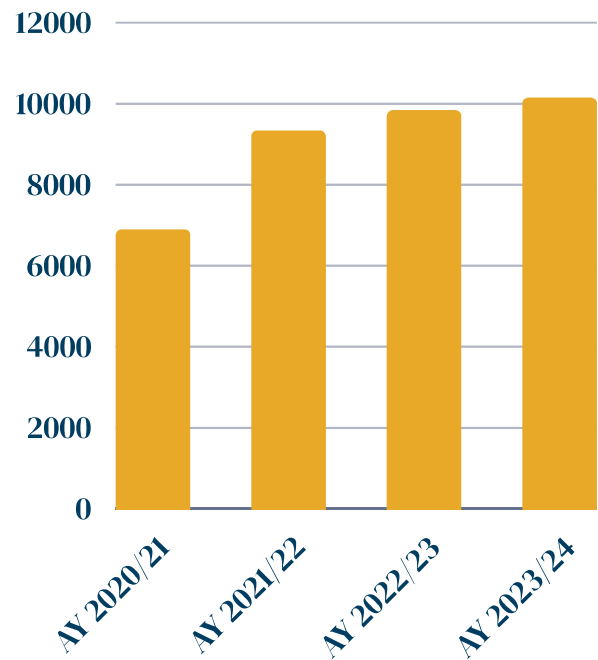
HOURS BY CLASS YEAR



INCREASE IN THE NUMBER OF STUDENTS PER ACADEMIC YEAR WHO SUBMITTED HOURS COMPARED TO WHEN WE BEGAN TRACKING IN 2020:

157%

TOTAL VOLUNTEERED HOURS



CLASS OF 2024 HONORS

63 GRADUATES

PRO BONO SOCIETY:

VOLUNTEERED AT LEAST 45 HOURS (JD) OR 15 HOURS (LLM)

21 GRADUATES

OUTSTANDING ACHIEVEMENT IN PRO BONO:

VOLUNTEERED AT LEAST 150 HOURS (JD) OR 50 HOURS (LLM)

THANK YOU TO THE AMAZING CLASS OF 2024, WHO VOLUNTEERED OVER 10,000 PRO BONO, PUBLIC INTEREST, AND COMMUNITY SERVICE HOURS!

Integrating Social Justice Theory and Practice

CSJ hosted a Speaker Series and co-sponsored social justice events to engage students in thinking about their values and work.

- Sept. 6: Social Justice Community Welcome
- Sept. 26: Incorporating Social Justice Values as a 1L
- Oct. 24: Pathways to Social Justice Careers
- Nov. 7: How to Land your Social Justice Summer Job
- March 13: Trauma-Informed Lawyering
- March 20: Justice Through a Queer Lens: The Criminal Legal System, Restorative Justice & Liberation



JD Concentration in Social Justice Lawyering



The Social Justice Lawyering concentration prepares students to make a positive impact on the world, by serving under-represented clients and communities. Students attracted to this concentration come from diverse communities and perspectives, but all share a strong desire for a career that aligns with their values. This shared sense of calling builds a strong, supportive, enduring community that helps sustain concentrators as they enter and pursue this work. The concentration offers an array of more than 100 classes that are taught by over thirty full-time UC Law SF faculty, as well as adjunct faculty who include some of the nation's preeminent public interest lawyers. Hands-on work is an important component of this concentration: Every student in the concentration must take a clinical course or externship—and many take more than one. And they must also take at least one class on negotiation and one on the impact of race in our society. A year-long seminar in the second year brings students and faculty together to explore what it means to be a social justice lawyer. This intensive experience connects like-minded peers and connects them with faculty and alumni, forging relationships that will support students as they move forward as alums to change the world.

Visit Us in Our New Space!



415-565-4620



gliddenbrittany@uclawsf.edu
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<https://www.uclawsf.edu/center-for-social-justice/>

As of Spring 2024, the Center for Social Justice has a physical space on campus--right inside the doors of 200 McAllister Street. Please come and visit, or contact us if you are a social justice organization and want to partner with us to work with our students and use the space.

To donate to the Center for Social Justice:



UC Law San Francisco

FORMERLY UC HASTINGS

Excellence
and innovation

UC Center for Business Law San Francisco

Annual Report 2023-2024

This year marked significant growth for the **UC Center for Business Law San Francisco**. CBL launched a new executive education program for directors of venture-backed companies, expanded its CBL Scholars program, and created a new Startup Litigation Digest. The Center aims to be the leading business law venue in San Francisco, one of the world's great centers of commerce, finance and technology.

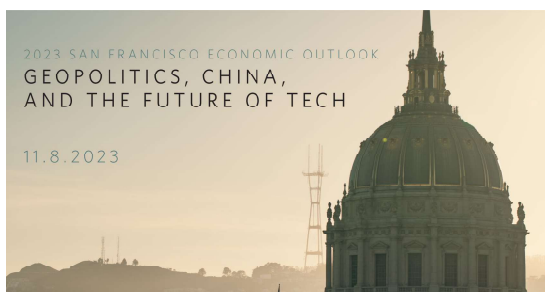


[Read the Full Report](#)



Examining Cutting-Edge Challenges: Digital Asset Litigation, Stablecoins, Liquidity Management

The CBL Roundtable on Financial Policy & Regulation included discussions on the evolving landscape of litigation of digital assets, the future of stablecoins, and the role of liquidity management in financial services. The event promotes dialogue and thought leadership around the evolving regulatory frameworks for new financial products and services.



6th Annual UC Law SF, UCLA San Francisco Economic Outlook

Co-hosted with UCLA Anderson Forecast and the Bay Area Council Economic Institute, the outlook addressed the prospect of recession, higher inflation, and higher interest rates. Experts from law firms, public/private sectors, and academia discussed the implications for the future of tech and trade.



Startup Litigation Digest: The Litigation Landscape of the Innovation Economy

Launched by CBL Professors Evan Epstein and Abe Cable, the publication sheds light on the opaque world of private company litigation. Given the rise of private markets, there will be an increased focus from regulators and private parties on these cases. Each edition highlights a new group of cases, including updates from prior editions. The content may involve shareholder litigation and/or enforcement actions from the SEC, DOJ and/or other enforcement agencies.

Read Issue No. 3



CBL Launches Program To Address Startup Directors' Unique Challenges

CBL's first executive education program for corporate directors is designed by leading scholars and industry experts for directors of venture-backed companies. The VC-Backed Board Academy is a one-day program focused on the corporate governance challenges faced by startups. The inaugural program took place at Cooley's S.F. offices with nearly 100 participants. The next VCBA program will be take place Oct. 29, 2024, at Nasdaq's MarketSite in New York City.

Faculty Who Lead: Featured CBL Research

Abe Cable's *Stock Options of Adhesion* was accepted for publication in the Journal of Corporation Law. The article argues that a competitive market for startup talent helps equity compensation contracts evolve in employee-friendly ways, even when employees do not actively negotiate or even understand their agreements. His prior article *Regulating Democratized Investing*, originally published in the Ohio State Law Journal, was selected for the Securities Law Review anthology.

John Crawford has an article forthcoming in the William & Mary Business Law Review, *A Threshold Test for Fed Activism*. He recently published *The Dollar Dilemma: Hegemony, Control, and the Dollar's International Role* in the Virginia Law & Business Review, examining the risks created by the offshore U.S. dollar market, along with the tradeoffs involved in potential reforms.

Jodi Short published *Regulatory Managerialism as Gaslighting Government* in Law & Contemporary Problems, exploring the uneven ways that management theory gets applied to government and

businesses. She also published *Major Questions About Presidentialism: Untangling the "Chain of Dependence" Across Administrative Law* in the Boston College Law Review, which seeks greater coherence in an area of administrative law doctrine that threatens to destabilize the business environment for many regulated companies.

Emily Strauss' short piece, *Standing and Snitches*, which evaluates challenges to the SEC's whistleblower rules, was accepted to *The Business Lawyer*. Her prior article, *Is Everything Securities Fraud?*, was included in the list of the top ten corporate and securities law articles of 2023 (corporate and securities scholars are polled every year to compile the list). The article also has been selected to be reprinted in the *Securities Law Review* anthology.

Evan Epstein was named one of the most influential leaders in corporate governance by the National Association of Corporate Directors (NACD) as part of the 2023 NACD Directorship 100™. He also published his 141st episode of the Boardroom Governance Podcast. His guests include corporate governance experts including scholars, practitioners, directors and investors. He has also written over 53 newsletter editions chronicling the latest corporate governance trends in Silicon Valley and beyond in his Boardroom Governance Newsletter.

[Read More CBL Research](#)



CBL Scholars Program Attracts Record Applicant Pool

Launching new companies, helping innovative startups grow, and expanding economic opportunities in disadvantaged communities are among the top goals of this year's three CBL Scholars.

Joanna Chen, Malik Jefferson, and Veronica Louise Mendoza were chosen among a record-breaking number of first-year law students who applied to become CBL Scholars this year. They will each receive financial scholarships and unique mentorship opportunities with seasoned business law leaders and professionals. The CBL Scholars Program aims to accelerate the careers of students from disadvantaged backgrounds and improve diversity in the field of business law.

The CBL Scholars Program is made possible by the support of individuals and corporate sponsors, including Orrick, Freshfields, Gibson Dunn and Gunderson Dettmer.

[Meet the CBL Scholars](#)



UC Center for Business Law

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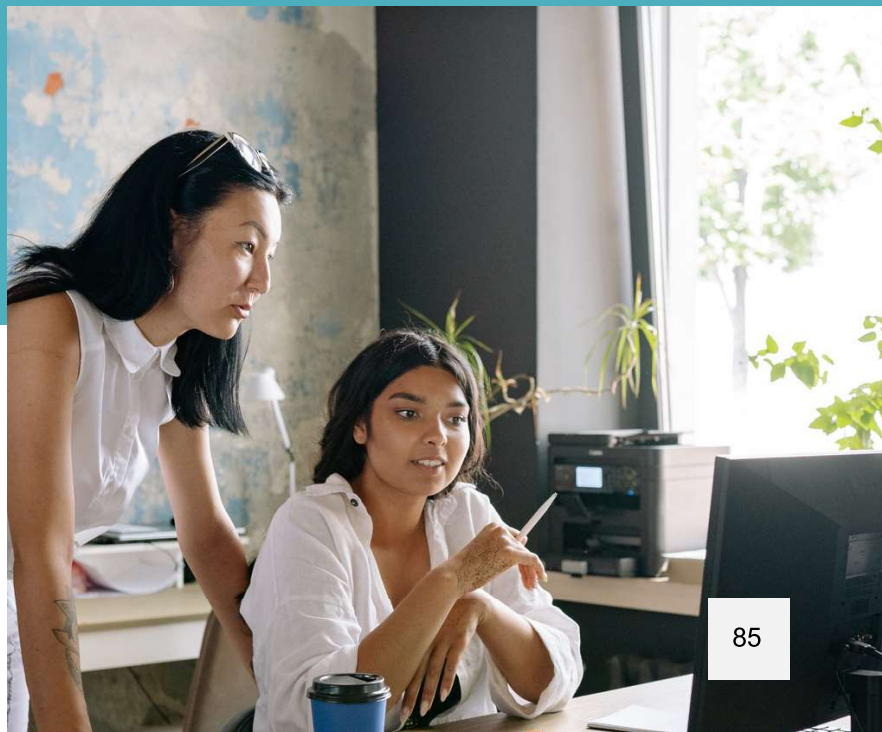
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EQUALITY ACTION CENTER

ANNUAL REPORT 2023-24

**EAC FACULTY DIRECTOR
PROFESSOR JOAN C. WILLIAMS**





Joan C. Williams

JOAN C. WILLIAMS
FOUNDING DIRECTOR

A WORD FROM THE DIRECTOR

To say this has been an eventful year for the Equality Action Center is an understatement. Having founded the Center for WorkLife Law a quarter century ago, this year I split the center in two. WorkLife Law’s work protecting the workplace rights of adults with family caregiving responsibilities will continue under the able leadership of two attorneys who have each been with WorkLife Law for roughly a decade — Liz Morris and Jessica Lee — and their team. The remaining staff has transitioned to the newly formed Equality Action Center, which will continue to work on other issues related to social inequality in the workplace and in politics.

Our biggest news is that, a decade after we announced the Bias Interrupters model, we have evidence that it works. Bias Interrupters are an evidence-based, metrics-driven approach to diversity, equity and inclusion (DEI) that systematically roots out bias in basic business systems. With a generous grant from Walmart, we drove ourselves nuts conducting roughly 20 experiments at once, in large and well-known companies whose names you know. As described on page 3, what we found out is that Bias Interrupters work. So if you or someone you know needs to implement an approach to DEI that is both the best way to actually achieve progress and the best way to control for potential legal risk, definitely get in touch. We’d love to tell you more about it.

Equally big news is that we are set to enhance our nationally known leadership programming for lawyers with a new Partner Accelerator program in April in Washington DC. This program is designed to address a little-discussed problem: women make up 50% of law firm associates but only 27% are promoted to partner. The Partner Accelerator program provides leadership training that empowers women law firm associates to successfully navigate the partner review process, and have momentum to succeed when they make partner. The curriculum was developed with an advisory board of 20+ women in leadership roles at top law firms. This new program is designed for women on the cusp of partnership to ensure they get over the line. SVP Jamie Dolkas has been leading this effort. Please let us know if you or someone at your firm might be interested.

This year has also enhanced our global reach. We worked with lawyers in Chile to do a nationwide survey of the legal profession there, and found many of the patterns of gender bias we have documented in other countries. And we have a newly-prominent presence in South Korea, where I have become a player in the debate over how to address the country’s extremely low birthrate. I was in South Korea in May giving a series of high-profile speeches and recording a documentary on the low birth rate titled “A Conversation with Joan Williams.” My name is well-known there as a result of a meme that has been viewed nearly a million times.

Another exciting milestone is that we are now actively working with two industries that are among the toughest for women in the entire economy: medical schools and finance. Our National Science Foundation grant to work with UCSF School of Medicine is described on page 4. We also have begun a partnership with the American College of Bankruptcy to study racial and gender bias in finance.

Last but not least, my work on social class has morphed into an initiative on Bridging the Diploma Divide in American Politics. We held a highly successful conference in November, and I have a forthcoming book on the class dynamics driving far-right politics. My new book, *Outclassed: Healing the Problem on the Left that Fuels the Far Right*, will be published by St. Martin’s in May 2025.

OUR MISSION

Equality Action Center at UC Law SF seeks to advance racial, gender, and class equality in the workplace and in politics. Our initiatives address inequality at a structural level with concrete, evidence-based interventions. We lead programs that cultivate leadership and level the playing field for everyone. Our focus is pragmatic: our rigorous research is linked with practical steps to produce social or organizational change within a two- to five-year time frame.

OUR TEAM



JOAN C. WILLIAMS
FOUNDING DIRECTOR



JAMIE DOLKAS
SVP OF STRATEGY &
RESEARCH



DR. RACHEL KORN
DIRECTOR OF RESEARCH



DR. ASMA GHANI
LEAD RESEARCH
SCIENTIST



CHELSEY CROWLEY
PROGRAM MANAGER



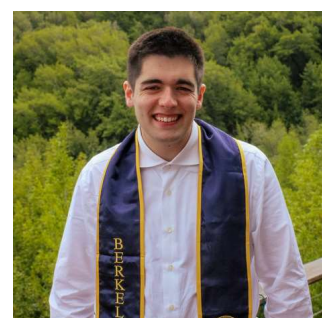
RAAFIYA ALI KHAN
POLICY & RESEARCH
FELLOW



HENRIQUE FERREIRA
DEVELOPMENT
ASSOCIATE



FRANCESCA BAVARO
EXECUTIVE ASSISTANT &
OFFICE MANAGER



RYAN MALEK-MAPLE
RESEARCH & POLICY
FELLOW

BIAS INTERRUPTERS RESEARCH

Organizations spend billions a year on bias training, yet many of those trainings are ineffective. Bias Interrupters is an evidence-based, action-oriented model that results in year-over-year progress using quantifiable metrics and research-based strategies to interrupt bias. Equality Action Center's decades of research and experience in interrupting bias allow us to be a leading voice in establishing best practices for DEI policies through our open-access toolkits, which have been accessed over half a million times all around the world.

Utilizing a \$600,000 grant from Walmart, our researchers worked with over 20 organizations to document the effectiveness of Bias Interrupters in four business systems: performance evaluations, access to opportunities, recruitment, and informal workplace interactions. We led companies to establish baseline metrics, conducted training interventions and then reported on post-intervention metrics, resulting in over 40 training workshops and data debriefs conducted by our team. These effects are documented in our most recent published report, "[Traditional Bias Training Doesn't Work – Bias Interrupters Do.](#)" Our interventions demonstrated impressive efficacy at reducing bias:

27% → 0

Our 90-minute Individual Bias Interrupters workshop completely erased the 27-percentage point disparity between White men and women of color in the burden of non-promotable office housework at a professional services firm.

13% → 0

The disparity in access to career-enhancing core technical work in one department of an energy company dropped from 13 percentage points to 0 after the Bias Interrupters in Access to Opportunities intervention.

52% ↑

After the Bias Interrupters in Performance Evaluations intervention, there was a 52-percentage point increase in evidence-based feedback in performance evaluations across ALL groups at a consumer goods organization.



BIAS AGAINST WOMEN OF COLOR IN STEMM RESEARCH

Women, and women of color in particular, are drastically underrepresented at every level of academic medicine, with one key reason being a lack of access to opportunities that lead to promotions. Equality Action Center, in partnership with University of California San Francisco, was recently awarded a \$1,000,000 National Science Foundation grant to launch an evidence-based scalable intervention to achieve equitable distribution of access to opportunities by building bias interrupters into business systems to track and measure progress. This is the fourth NSF grant awarded to our team and builds on our published empirical work on gender and racial bias in STEMM and other workplaces.

Equality Action Center has also begun a large-scale study with the American College of Bankruptcy to examine gender and racial bias in the restructuring field. As a result of this partnership, we will be creating evidence-based toolkits that financial advisory firms, investment banks, and law firms can begin using to reduce the impacts of bias on women and people of color.



BRIDGING THE DIPLOMA DIVIDE

Is there a single change that could simultaneously protect democracy, spur progress on climate change, enact sane gun policies, and improve our response to the next pandemic? Yes: changing the class dynamics driving American politics.

Joan Williams has long worked on social class along with race and gender, and has published pieces about class in the *New York Times*, *Washington Post*, *Financial Times*, *Atlantic* and *New Republic*. Her new initiative, Bridging the Diploma Divide, seeks to explore – and to change – the class dynamics that are empowering the far right both in Europe and the U.S.

The far right's formula is to turn everything from COVID to climate change into a culture war. This works because class is expressed not only through economics, but also through cultural differences. Culture wars weaponize those differences.

The key to bridging the “diploma divide” between college grads and non-college voters is to understand how working-class values reflect working-class lives. The far right connects culturally with the working class, deftly manipulating racism and masculine anxieties to deflect attention from the ways far-right policies produce the economic conditions the working-class finds so abhorrent.

The Bridging the Diploma Divide initiative aims to provide concrete guidance on how progressives can approach a broad variety of issues to create multi-racial coalitions. At a conference in November 2023 funded by UC Law SF, Williams brought together prominent scholars in political science, sociology, social psychology, economics and media studies to offer actionable insights.

LEADERSHIP ACADEMY FOR WOMEN

Despite advances to gender equity in the workplace, women continue to be underrepresented in law firms at the partnership level. While over 50% of law firm associates are women, they make up less than 24% of equity partners and less than 5% of partners are women of color. When women do make partner, they are often left without the guidance and support needed to navigate a demanding and overwhelmingly male space.

The program is regularly referred to as "life-changing" and has been so impactful that we are collaborating with a former attendee to launch a Partner Accelerator program, designed to prepare women associates to successfully navigate the partner review process and get promoted at higher rates.

Our annual Leadership Academy for Women (LAW) is an executive education course empowering attorneys to stride confidently to the next level of their careers. With an action-oriented curriculum including strategic decision making, managing gender dynamics, and conflict resolution, participants leave re-energized with the hard skills and new network to equip them for success.



"Career-changing...Nobody ever teaches these things!... Our job is to ensure that female associates and partners at the firm are getting the same opportunities as male associates and partners, and that they know how to recognize and make the most of those opportunities."

Stacey Rappaport
LAW alum & executive committee member,
Milbank

LEADERSHIP SKILLS FOR LAWYERS COURSE

EAC leverages our leadership expertise in a course that helps UC Law SF students build critical skills for professional success. Many students, especially first-generation professionals, often feel lost navigating the legal world and its unwritten rules. In 2015, Joan Williams and Jamie Dolkas created a curriculum to teach students key leadership skills – strategic thinking, public speaking, negotiating, giving/receiving feedback, and more. Students learn through the real-life experiences of Joan, Jamie, and alumni who love coming back as guests to invest in this course. This is the first and only course of its kind in law schools nationwide. Student evaluations overwhelmingly attest to the course’s impact:

“Your course transformed the way I view myself in law school and changed my life forever... absolutely, hands down, one of the best courses I have taken at [UC Law SF].”

“Jamie is the absolute best. She is friendly, thoughtful, and insightful. She is great at noticing emotional and social classroom dynamics. She gives feedback in a way that makes you feel good about yourself. She can take a complicated situation and quickly and easily think of what would be a good way to handle it. Her people skills are through the roof and she is good at explaining those people skills to others.”

“Joan Williams is a gem. She is excellent at facilitating class discussions and encouraging people to think critically about their perspectives. Every law student should take her course.”

“Amazing Professor with this aura of complete competence and authority that's almost contagious.”



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Annual Report – International Development Law Center – 2023-24



*Faculty Director, Professor of Practice
Jessica Vapnek*

About the Center

With the formal establishment of the International Development Law Center in July 2022, UC Law SF now has a permanent home for international grant activities. The mission of the Center is to share international development expertise while providing research and learning opportunities for UC Law SF students, professors, and graduates.

The Center seeks and implements international projects in a variety of subject areas, including food and agriculture, sustainable development, and legal education. Established with the explicit objective of collaborating across disciplines and cultures, the Center pursues links with other academic and research organizations, increasing the law school's global footprint while generating international contacts and opportunities for the UC Law SF community.

Past and ongoing projects have benefited from funding by the United Nations Food and Agriculture Organization (FAO), World Organization for Animal Health (WOAH),

Pacific Community (SPC), United States Agency for International Development (USAID), Bureau of International Narcotics and Law Enforcement Affairs (INL) of the US State Department, and three U.S. Embassies: Ghana, Nigeria, and Samoa.

Recognizing that law is a key tool to tackle the world's problems, the International Development Law Center seeks to inspire and provide concrete opportunities for the next generation of international development practitioners.

Ghana

The UC Law SF community and the International Development Law Center continued implementing a University Partnership Initiative grant from the U.S. Embassy in Ghana this year. The program, which began in fall 2022 and drew to a close on May 1, 2024, aims to strengthen the ties between UC Law SF and our partner in Ghana, the University of Professional Studies, Accra Law School (UPSA Law).

In September 2023, we had the pleasure of hosting two members of the UPSA Law faculty in San Francisco, Professors Gertrude Amarh and Eugene Oninku. During their stay, they observed classes and seminars, including Civil Procedure, Financial Basics for Lawyers, and the Mediation Clinic. Professors Amarh and Oninku also visited the 9th Circuit Court of Appeals in San Francisco, where they observed oral argument. Our guests were welcomed and accompanied in meetings and events by representatives of UC Law SF, including

Chancellor & Dean David L. Faigman, Academic Dean & Provost Morris Ratner, Faculty Director of the International Development Law Center Professor Jessica Vapnek, Associate Dean of Global Programs Binyamin Blum, and Associate Dean of Experiential Learning Professor Gail Silverstein.



Left to right at UPSA Law School in December 2023: Mr. Ebenezer Abong-Akrofi, Senior District Attorney Demarris Evans, UC Law SF Professor of Practice Jessica Vapnek, UPSA Law Dean Kofi Abotsi, UC Law SF Clinical Professor Mai Linh Spencer

Our partnership also saw several UC Law SF faculty and affiliated experts travel to Ghana this year. In October, Associate Dean for Experiential Learning Gail Silverstein travelled to Ghana and spent a week at UPSA Law in connection with the launch of UPSA Law’s first legal clinic. UC Law SF has been supporting the UPSA Law faculty as they developed training materials and planned the clinic launch. Representatives of the U.S. Embassy in Ghana attended the event, a joyous occasion all around.

Subsequently, Professor of Practice Jessica Vapnek, Clinical Professor Mai Linh Spencer, Senior Assistant District Attorney Demarris Evans of the Alameda County District Attorney’s Office, and UC Law SF Graduate Fellow and Intellectual Property Law expert Claudia Cantarella spent a week at UPSA Law’s campus in December 2023. During their stay in Ghana, they gave presentations, legal trainings, and classroom lectures on topics such as grant seeking and management, plea bargaining and restorative justice, legislative drafting, and trade secrets and confidentiality. Each U.S. speaker was paired with a Ghanaian speaker, to put the American presentations in context. The lectures, trainings, and presentations were attended by students, faculty members and professors of UPSA Law, along with representatives of the U.S. Embassy. Throughout the week, the UC Law SF visitors were accompanied by members of the UPSA Law faculty, including Dean Kofi Abotsi and Vice

Dean Francisca Kusi-Appiah. Highlights of the trip included visits to Nsawam Prison and Wisconsin International University’s law school campus.



Associate Dean for Experiential Learning and Clinical Professor of Law at UC Law SF (third from left, front) Gail Silverstein at a student training in October 2023

In March 2024, UC Law SF was delighted to host two more guests from UPSA Law: Constitutional Law Professor and Dean Kofi Abotsi and Energy Law Professor Albert Quashigah. During their stay they observed several classes and clinics, and also spent a day at University of San Francisco School of Law. Along with the Kosovar visitors in San Francisco at the same time, the Ghanaian visitors presented at Professor Dana Zartner’s Comparative Law class and visited the 9th Circuit US Court of Appeals.

In spring 2024, Professor Heather Field and USF Law Professor Alice Kaswan visited UPSA

Law’s campus in Accra. Professor Field gave a course on taxes and financial basics for lawyers, whereas Professor Kaswan shared her experience in Environmental Law and served on a Climate Change Panel in connection with Law Fair Day on the UPSA campus.

Kosovo

This year, the International Development Law Center continued implementing a multi-year grant from the US State Department Bureau of International Narcotics and Law Enforcement Affairs (INL) in Kosovo on “Expanding and Improving Practical Legal Education in Kosovo.” We have partnered with University of Prishtina Faculty of Law for this program, which seeks to improve skills training and share best practices in clinical legal education.

In the last quarter of 2023, Professors Prithika Balakrishnan, Teresa Wall-Cyb, and Keith Hand of UC Law SF each had a fruitful visit to Kosovo. During their stays, the professors delivered lectures on subjects including Constitutional Law, Criminal Law, International Business Transactions, and Administrative Law. They also exchanged views with members of the University of Prishtina Faculty of Law, the Kosovo government, and NGO representatives. The objectives of the visit were to support the Prishtina Faculty of Law as it seeks to further integrate practical skills training into its curriculum, which currently skews theoretical. The Prishtina Law Faculty also sought inputs and support for their new LL.M program in Transitional Justice.



Professor Mushkolaj gave a guest lecture at Professor Blaine Bookey's International Human Rights class

Dean Avni Puka, Professor Gyljeta Mushkolaj, and Professor Visar Morina of the University of Prishtina paid UC Law SF a visit in October 2023. They remarked on the academic culture of UC Law SF, especially our practice-heavy approach to legal education. Professor Mushkolaj, who formerly served on Kosovo's Constitutional Court, gave a guest lecture on human rights to Professor Blaine Bookey's International Human Rights Law class, which was met with keen interest and detailed questions by UC Law SF students. The visitors were also able to tour the Berkeley Law School campus during their stay in the Bay Area, visiting several legal clinics and meeting with clinic leadership.

In early 2024, Professor Manoj Viswanathan from UC Law SF travelled to Kosovo. In addition to exchanging views with University of Prishtina faculty, he lectured to Master's students on U.S. tax policy. Professors Andrea Lollini, Alina Ball, and Jessica Vapnek also took part in the program in Kosovo this year. Professor Lollini discussed and taught on issues of transitional justice and European Union law, whereas Professor Ball focused on corporate clinical work. Professor Vapnek, Faculty Director of the International Development Law center, shared her expertise in legislative drafting, American legal writing, and grant management during her visit to Kosovo.

In March 2024, we were delighted to host both Professor Haki Demolli, Professor of Criminalistics, and Professor of International Law Besfort Rrecaj in San Francisco. During their stay, they met with Chancellor & Dean David L. Faigman and Provost & Academic Dean Morris Ratner and observed several UC Law SF classes and clinics, including the Medical-Legal Partnership for Seniors. They also spent a day at University of San Francisco

School of Law, where they met with Associate Dean Amy Flynn and presented at Professor Dana Zartner's Comparative Law class.



Professor Viswanathan (in orange tie, center) pictured with students of the University of Prishtina

The Kosovars' visit to San Francisco also included a private tour of the historic 9th Circuit US Court of Appeals, where they had a private Q&A and meeting with one of the judges, Judge Richard Paez.

Nigeria

The UC Law SF community and the International Law Development Center were delighted to receive a grant from the U.S. Embassy in Nigeria this year, to support the project "Strengthening Ties Between Legal Education Institutions in Nigeria and the United States." This grant aims to build ties and connections with the University of Abuja and Nasarawa State University and UC Law SF. This project launched on April 1, 2024 and will run for 12 months. UC Law SF will share expertise by delivering short courses in subject areas of interest to our Nigerian partner universities, and we will also offer Training of Trainers (TOT) programs to willing faculty members to strengthen active learning techniques. Finally, we aim to strengthen clinical legal education at our partner law schools by assessing existing legal clinics as well as examining opportunities for introducing new and additional clinics in the curriculum. We will host the deans of the two partner law schools, along with visiting faculty member Victor Ayeni of Adekunle Ajasin University, in San Francisco later this year. Prof. Ayeni is an expert in African human rights, disability rights, and LGBTQI+ rights.

Pacific Community

The UC Law SF community and the International Development Law Center received the third successive grant by the Pacific Community (SPC), an intergovernmental organization based in Nouméa, New Caledonia, for a project that aims to strengthen the legal capacity of Pacific Island countries and territories in coastal fisheries and aquaculture. The program gives opportunities to UC Law SF students and graduates to take part in internships and externships at SPC, whether remote or in person. Furthermore, UC Law SF offered, for the second time,

an asynchronous course on legislative drafting in coastal fisheries and aquaculture for fisheries officers and lawyers from across the Pacific Region wishing to gain experience in legislative drafting. Professor of Practice Jessica Vapnek and SPC colleagues designed and created the course during a prior iteration of the grant. In February 2024, Professor Jessica Vapnek and UC Law SF Graduate Fellow Claudia Cantarella travelled to New Caledonia for a validation workshop, which brought together course participants for an intensive week of legislative drafting training. Participants also provided feedback on the asynchronous legislative drafting course, so that each year the course improves.



Training participants and UC Law SF trainers Claudia Cantarella (far right, second row) and Jessica Vapnek (middle row, third from right) at the Pacific Community headquarters, Nouméa, New Caledonia, February 2024

Samoa

The International Development Law Center was delighted to receive a grant this year from the U.S. Embassy in Samoa for the project, “Legislative Drafting Training for Fisheries and Legal Officers.” This project is jointly implemented by the UC Law SF and the Pacific Community (SPC).

The project, on one hand, aims to teach legislative drafting to fisheries officers from the Ministry of Agriculture and Fisheries, along with representatives of the Attorney General’s Office in Samoa, which will help Samoa cover its human resources gap. This is essential, because first drafts supplied by fisheries officers in Samoa to protect key fisheries resources from overfishing or illegal harvest are seldom adequate, due to the fisheries officers’ lack of experience in legislative drafting. On the other hand, to encourage Samoan applicants to pursue legal studies, the project offers tuition discounts for applicants from Samoa applying

for the Master of Studies in Law (MSL) or the Master of Laws (LLM) programs at UC Law SF.



L-R: SPC Lawyer Ariella D’Andrea, Samoa Principal Deputy Fisheries Officer Sapeti Tiitii, UC Law SF Professor of Practice Jessica Vapnek, SPC Lawyer Solène Devež

Collaboration with the Indigenous Law Center

The International Development Law Center continued its close collaboration with the Indigenous Law Center this year. We helped produce a second documentary, this one a detailed interview with Benjamin Madley, Visiting Professor of Law and historian of Native America, the United States, and colonialism. In the video documentary, Professor Madley shared his experiences about the history of California, the California genocide, and his thoughts about history and historical research. Professor Madley explains that he works closely with the indigenous populations of today to conduct accurate research and shed light on events of the past. To him, the only way to paint an accurate picture of an oppressive past is to gather information from all three corners of the “triangle of evidence”: bystanders, survivors, and perpetrators. He stressed how different the historical descriptions and understandings become when the source is the survivors and not just the perpetrators.

Other Activities

In addition to travelling to and hosting visitors from our partner countries, the International Development Law Center prepared several additional proposals, for potential projects in Cameroon, Pakistan, Serbia, Togo, and Viet Nam. We are hopeful we can continue our important international work, involving and inspiring UC Law SF students and building enduring connections with our international partners.

2023-2024

CONSORTIUM ANNUAL REPORT



UCSF-UC Law

CONSORTIUM ON
LAW, SCIENCE &
HEALTH POLICY

Consortium Mission Statement

Founded in 2008, the Consortium leverages law and policy to address the conditions in health care systems and society that together enable health and well-being. The Consortium envisions a world in which all individuals and communities can attain the highest level of health possible, defined on their own terms. To this end, the Consortium builds multidisciplinary and multistakeholder collaborations among faculty and students of UCSF and UC Law SF and the patients, clients, communities, and organizations we serve alongside. Through these collaborations, we engage in education and training, research, and public service that advances health and health equity. In all areas, the Consortium's work is guided by core values of empathy, intellectual and academic integrity, and optimism.



Faculty and Staff



The Consortium welcomes two new faculty members!

Professor Benjamin Barsky JD, MB, (PhD anticipated) is a fellow at the Harvard Law School Project on Disability and the Edmond & Lily Safra Center for Ethics. Professor Barsky's research intersects health and criminal law, behavioral health policy, and disability rights. His work is or has been supported by the Robert Wood Johnson Foundation, the Commonwealth Fund, the Horowitz Foundation for Social Policy, the National Institute on Drug Abuse, and the National Institute of Mental Health.

Professor George Horvath MD, JD combines his background as a practicing physician with empirical and doctrinal legal analysis to examine the ways in which statutory, regulatory, and implementation choices about the FDA's role in regulating medical devices and drugs has impacted safety and innovation. Professor Horvath has been selected as a St. Louis University/American Society of Law, Medicine and Ethics Health Law Scholar (2022), a Loyola Chicago Wiet Life Sciences Law Scholar (2017, 2019, 2021, 2022), and an American Association of Law Schools Section on Law, Medicine, and Health Care New Voice in Health Law (2022).

Professors Barsky and Horvath join the existing faculty and staff of the Consortium:

Rachel Blanchard	Sarah Hooper	Dorit Reiss
Jorge Castaneda	Sara Huffman	Samira Soleimanpour
Janet Coffman	Sara Hundt	Liz Butler Steyer
Megha Garg	Kai Kennedy	Yvonne Troya
Tim Greaney	Tracy Lin	Mallory Warner
Thalia Gonzalez	Jenny Liu	Denise Watt
Katie Gudiksen	Andrea Lollini	Lois Weithorn
Mark Hall	Emily Murphy	
Hilary Hardcastle	Elizabeth Pendo	
Holly Herndon	Elizabeth Peters	

J.D. Concentration in Health Law and Policy



The Concentration in Health Law & Policy offers students unique opportunities to explore the field from a variety of stakeholder perspectives, gain essential doctrinal and practical knowledge, and develop skills that are translatable across settings. The Consortium serves as the hub for student advising, research, events, and service opportunities related to health. As the only program of its kind in California and a top-ranked health law program (#12) in the country, Health Law Concentrators graduate with the knowledge, skills and experience to be uniquely competitive for a range of jobs in the field. This year, we had 11 graduating Health Law Concentrators.

UCSF-UC Law SF M.S. in Health Policy and Law

The M.S. in Health Policy and Law is a jointly-conferred master's degree that provides learners with knowledge and skills to advance positive change in health and health care. The program features leading faculty experts from both UCSF and UC Law SF, bringing the brightest minds in the health and legal fields to the curriculum. Designed for working professionals with part and full-time enrollment options, this trans-disciplinary program introduces students to policymaking, legal research and writing, health economics, and more. 32 students made up the 2023-2024 HPL cohort, including 16 students who graduated in May.



New Consortium Initiatives

Consortium Advisory Board

We are excited to announce our inaugural Consortium Advisory Board. Members serve 2-year terms and provide collaborative consultation, input, and advice to the Consortium Executive Director, Sarah Hooper, and core Consortium staff on the strategic direction and programming. CAB members also spearhead the community and capacity-building work of the Consortium by proactively connecting threads and resources of the community together, deepening relationships, and broadening networks. Members include:

UC Law Faculty

Benjamin Barsky
George Horvath
Emily Murphy

UCSF Faculty

Janet Coffman
Megha Garg
Sarah Garrett

Community Members

Simone Combs
Antwan Matthews
Kelvin Quan

Current and Former Students

Lynn Leng
Kassie Williams
Taylor Quintana



Health Justice Event Series

Our new Health Justice Series supports events, conferences, and workshops on topics related to health justice. It serves to uplift a diverse array of voices across campuses and the community in rigorous conversation about health justice issues facing our community and others.

Events for the 2024-2025 academic year include:

- Patients, Providers, Pills and Personhood Post-Dobbs
- Reconceptualizing Exclusionary Discipline as an Early Adverse Childhood Event as a Health Justice Imperative
- Survival, Healing, and Performance: Formerly Incarcerated Voices or Health Justice Inside and Out

Select Publications and Grant Work



The Consortium's grant projects are focused on many areas including aging, neurodiversity, and health care markets, and were funded by the National Institutes on Aging, the State of California, San Francisco City and County, and others.

Publications

Garg, Megha; Hooper, Sarah; Oliva, Jennifer "Hospital-Based Medical-Legal Partnerships for Complex Care Patients: Intersectionality and Ethics Considerations" *Journal of Law, Medicine & Ethics*, Volume 51 (2023)

Gu, Amy and Gudiksen, Katherine, "Collaborative Agreements in Health Care." California Health Care Foundation brief

Gudiksen, Katherine and King, Jaime, "The Final 2023 Merger Guidelines: Will Small Changes From The Draft Version Make A Difference?" *Health Affairs Forefront*

Montague, Alexandra; Davison, Robin; Gudiksen, Katherine; King, Jaime, "Considerations for State-Imposed Conditions on Healthcare Provider Transactions" in *Frontiers in Health Services*

Rao, Radhika, "What would Justice Blackmun say? A response to Dobbs", *Journal of Law, Medicine, and Ethics*, Volume 51:3 (2023)

Reiss, Dorit, "Vaccines and the Courts: A COVID-19-Induced Litigation Influx", *Health Affairs Forefront* (with Richard Hughes IV) (Nov. 6, 2023)

Weithorn, Lois, "The Intrusive State: Restrictions on Gender-Affirming Healthcare for Minors, Exceptions to the Doctrine of Parental Consent, and Reliance on Science and Medical Expertise", *75 UC Law Journal* 713 (2024).

Speaking Engagements

Sarah Hooper, Social Risks and Benefits of Cognitive Screening, Dementia Care Aware Initiative, California Department of Health Care Services and UCSF

Emily Murphy, panelist, Cognitive Decline and the Law Conference, Case Western Reserve University.

Emily Murphy, keynote address, Council of Chief Judges of the State Courts of Appeal, Charleston, SC.

Radhika Rao, keynote address, Marin County Women Lawyers' 44th Annual Dinner (Abortion: Past, Present & Future).

Radhika Rao, plenary talk on America's Abortion Theocracy at Rights & Wrongs: A Constitution Day Conference, SF State University.

Radhika Rao, Embryo Hypocrisy? Property, Person, and Other Legal Constructions of the Embryo, 6th Annual Biolaw Conference, Stanford Law School.

Radhika Rao, Reproductive Rights and Wrongs: Roe, Dobbs, and the Future of Abortion, Stanford Center for Law & Biosciences Workshop.

Acknowledgement and Thanks to Our Funders and Partners

Chancellor and Dean Faigman, Provost Ratner, State of California, California Department of Health Care Services, National Institute of Aging, California Department of Health Care Access and Information, Health Resources Services Administration, UCSF Geriatrics, UCSF PreTerm Birth Initiative, UCSF Philip R. Lee Institute for Health Policy Studies, Arnold Foundation, San Francisco City & County Department of Aging and Disability Services, the Gordon and Betty Moore Foundation, Anonymous Donors

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