

University of California, Berkeley

Berkeley Law Boot Camp Faculty Appointments Register (FAR)

July 20, 2011

6:00 PM – 8:00 PM

Room 240

Do I *really* want to be a law professor?

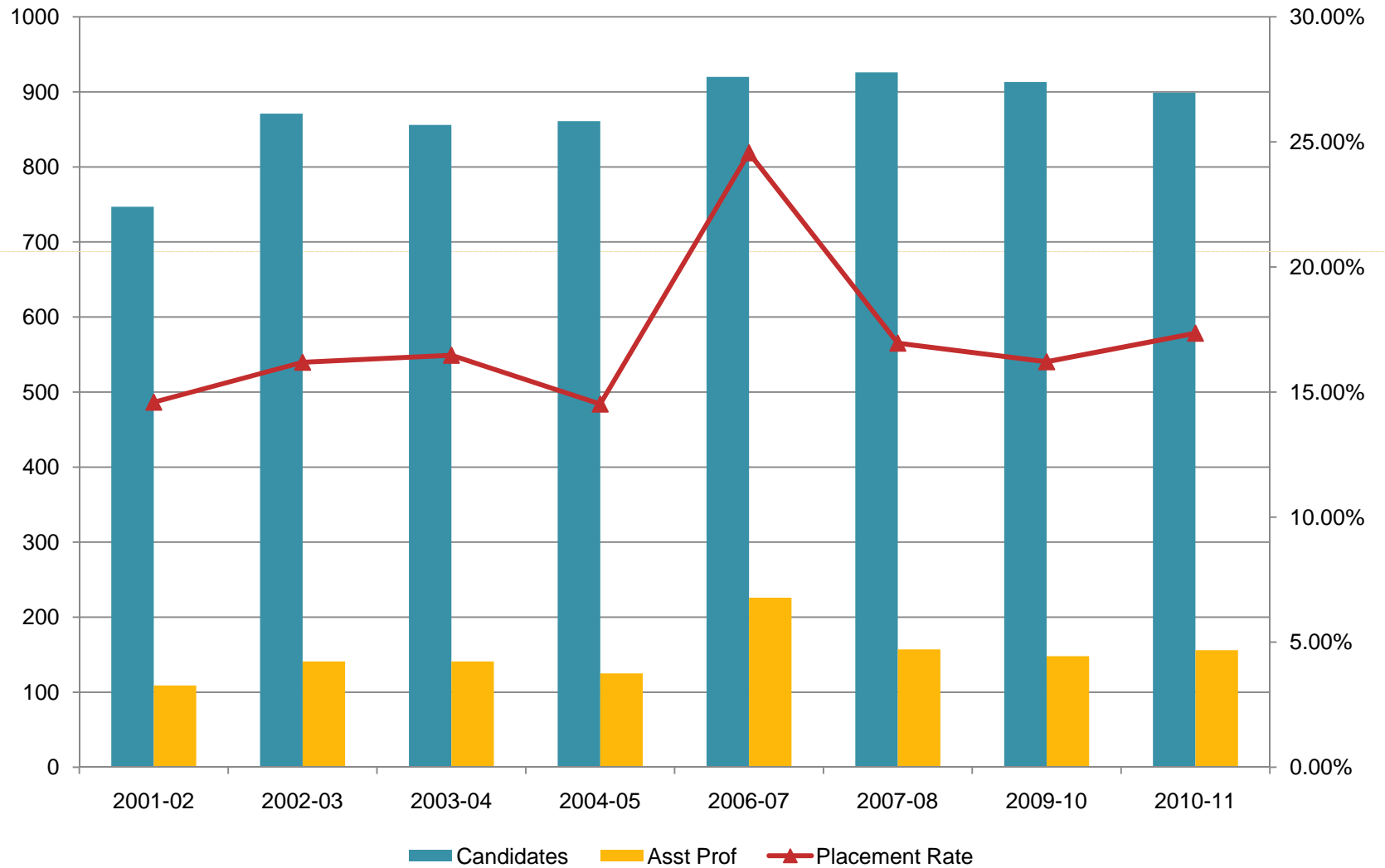
- Responsibilities of a Legal Academic
 - Research
 - Teaching
 - Service
 - General Contributions to Profession
- Relative importance of each depends on
 - The institution
 - The type of position
 - “Ladder” / Tenure-track; Clinical; Legal Research & Writing; Adjunct
 - Because of immediacy of FAR, today’s session will concentrate on ladder appointments
- Other Considerations
 - Course Load
 - Publication Expectations
 - Salary / Benefits
 - Possible Relocation Requirements
- If you’re currently not sure, or not sure which combination appeals most to you most, it’s still ok to continue thinking about it

Do I Have a Chance (I)?

The Aggregate Numbers (AY 2007-2008)

- Number of Listed AALS Faculty
 - 10,965 (as of 2010)
- Number of New Hires in 2010-11
 - Asst. Prof / Tenure Track: 156 (self-reports)
 - Lecturer / Instructor: Not well documented
- Number of Applicants in 2010-11
 - 899 (Filing FAR)
 - 916 (Registering for AALS hiring conference)
- Unconditional chances of placement
 - Tenure Track: a bit under 20%
 - Other: Probably better, but not well documented
- Some recent years have proven more challenging
 - More applicants...and/or...
 - Fewer slots
 - (Early signs point to 2011-12 as perhaps a better year, but hard to predict as of today)

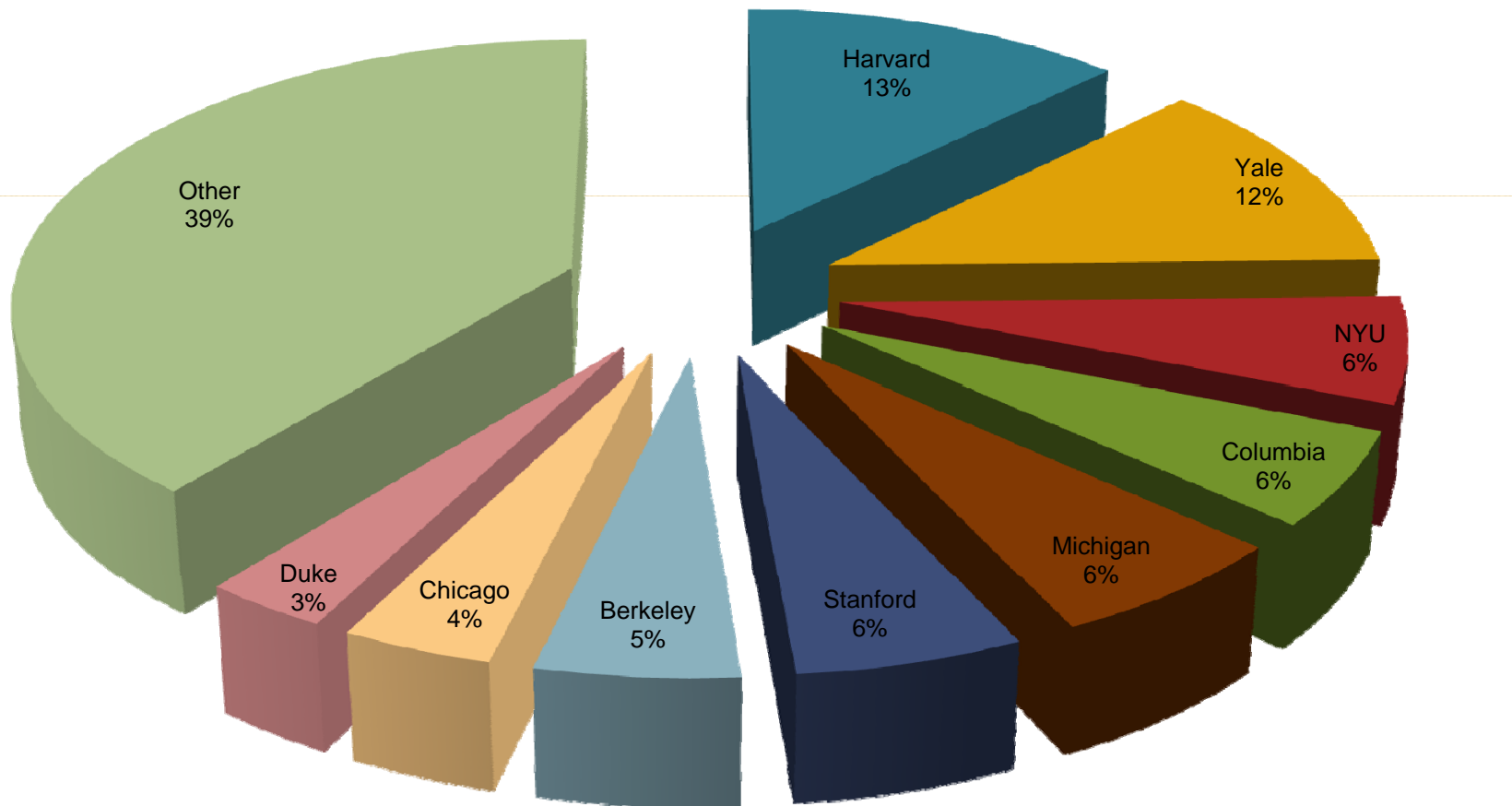
Historical Perspective (Tenure Track Hires)



Sources: AALS; Dan Markel

Do I have a chance (II)?

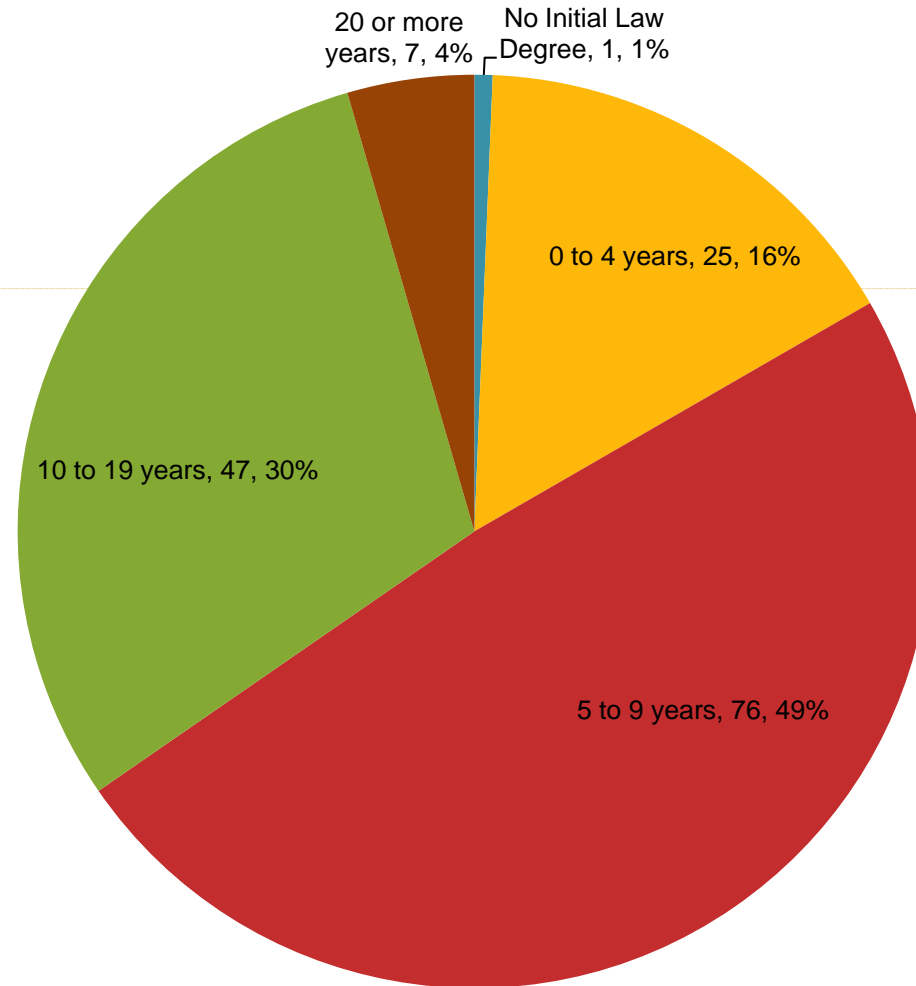
Placed Candidates, by degree-granting school
(includes Boalt JSP placements)



Sources: Dan Markel; Tim Zinnecker

Do I have a chance (III)?

From wet behind the ears to long in the tooth:
Years since initial law degree

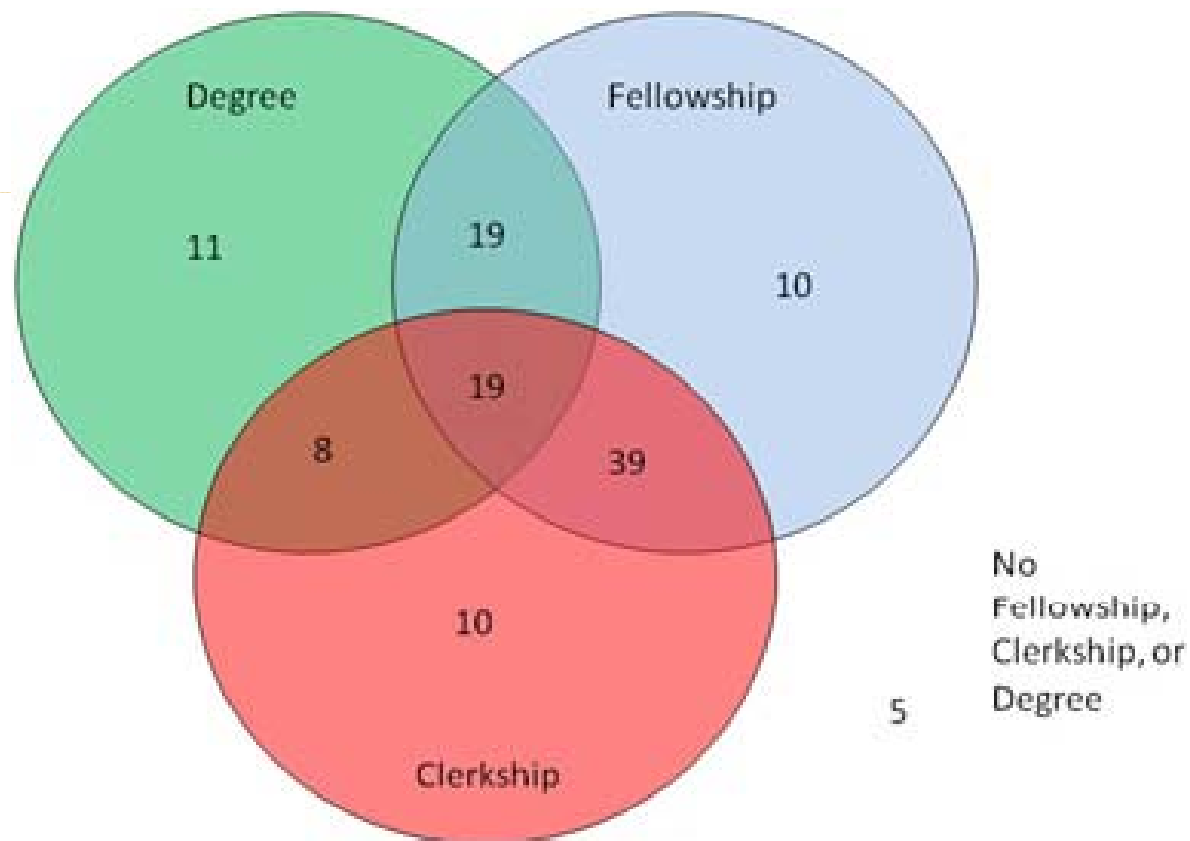


Source: Tim Zinnecker

Do I have a chance (IV)?

Credentialing profiles for 2010-11 candidates

Advanced degrees; Clerkships; Fellowship/VAPs

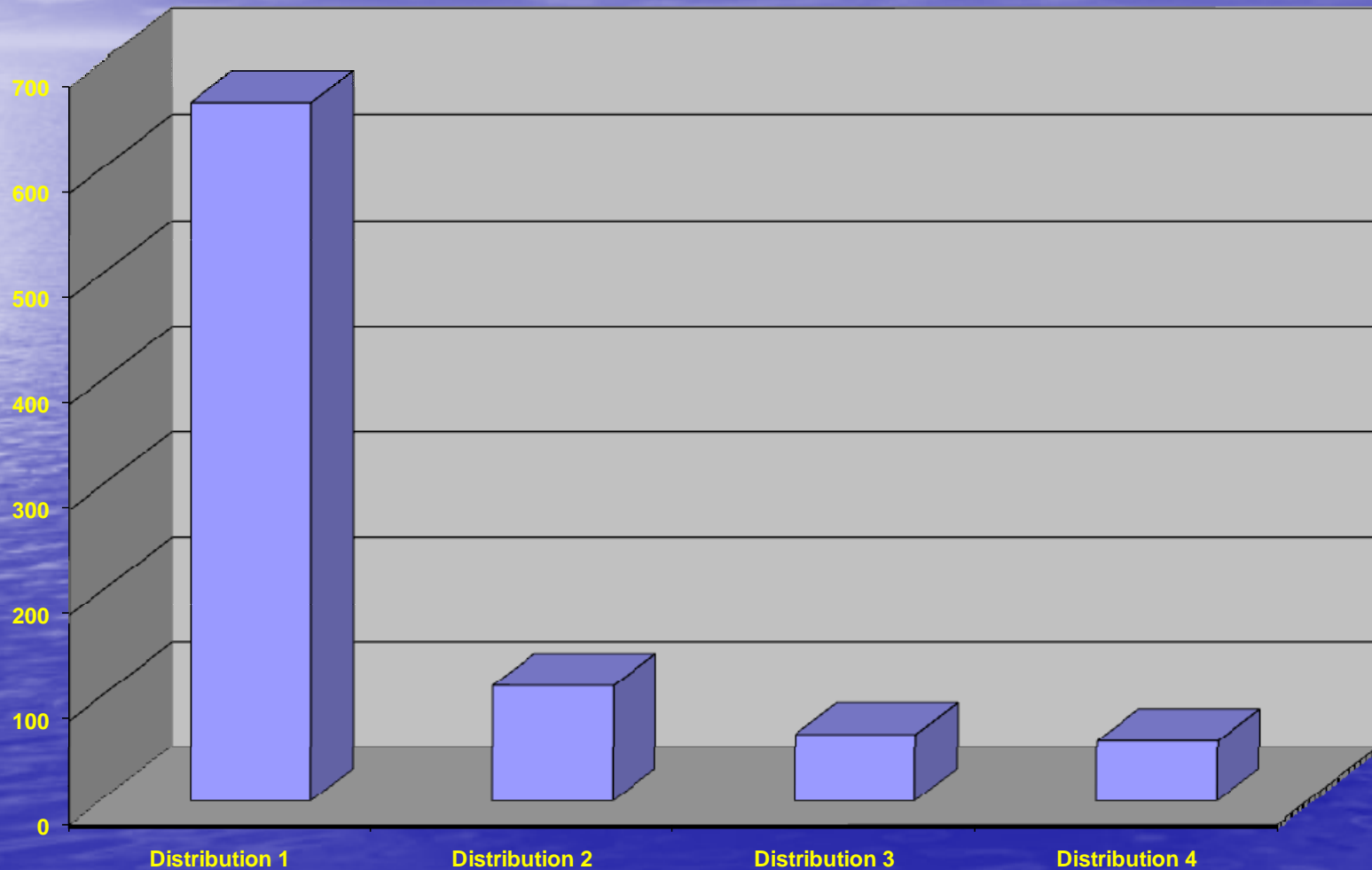


Overview of Hiring Process; Important Dates



The All-Important First Distribution

FAR Submissions (2008-09)



Source: AALS

Preparing for the process I: If you plan to try this fall...

- Update your CV
 - Inventory all scholarly publications / papers / works-in-progress
 - Inventory all academic awards / honors / fellowships
 - Contact Your Law School Registrar for information on law school class rank, confirming awards if necessary, etc.
- Fill out the FAR (<http://www.aals.org/frs/far.php>)
 - Be timely (= earliest distribution deadline)
 - Be savvy about teaching interests (“Slot” versus “Curricular Fit”)
 - Strive for balance in specificity and flexibility in your responses
 - More publications? Sneak them in in “Additional Information” Section
- Prepare a “packet” to send out (letter, CV, pubs, research agenda)
 - Snail or email is ok (though some chairs have idiosyncratic preferences)
- Actively contact likely recommenders
 - Beyond lending their name, they can/should also write; call; send spam...
 - ** BE SURE that your recommender is going to speak highly of you **
- Develop your “spiel”
 - In what area(s) will you do research?
 - On what current project(s) are you working? Contributions?
 - Which project will the topic for your “job talk” be?
 - As the fall approaches, prepare to moot the talk for recommenders

Questions you may hear

1. Why do you want to be a law professor / teach?
2. What is your job talk going to be about? (Expect follow-up questions)
3. What are your future research plans?
4. What classes you would most like to teach?
5. Why are you leaving (not going into) law practice?
6. What kind of public service activities are you engaged in?
7. How would you go about teaching [*insert course / doctrine / watershed case here*]?
8. Where do you see yourself in ten years? (As scholar; as citizen?)
9. What was your favorite class (or professor) in law school and why?
10. What are your personal interests and hobbies?

Preparing for the process II: If you plan to wait a year or more...

- Cultivate relationships with faculty
 - Research assistantships
 - Note advisers
 - Small seminar-like settings
 - Affiliations with research centers / clinics
- Develop an area of research / teaching that...
 - You can become passionate about;
 - Is intellectually interesting but not over-explored by others;
 - Lends itself to your developing particular skills;
 - Schools are likely to demand
- Contemplate getting some experience teaching
 - TAs / GSAs within the university or law school
 - CLE seminars (if you're currently practicing)
 - Lecturing / Adjuncting (perhaps, but probably in small doses)

Waiting for a year (or two, or...)

- Law School Fellow and “VAP” programs:
 - NYU, Northwestern, Harvard, Columbia, Texas, Chicago, Stanford
 - Many other schools have more modest or *ad hoc* programs
- “Portable” Fellowships
 - Allow you to spend a year affiliated with a school of your choice (you need to procure office / staff privileges, however).
- Adjunct Professor Positions
 - Can be helpful for those not sure if they would enjoy teaching (but limited research / service possibilities)
- Other Graduate Degree Programs
 - Masters; PhD; MD; MBA; JSD programs

Some Helpful Resources

- Boalt Career Services Site on Academic Careers:
 - (Currently Being Revised; Will send out PDF packet shortly)
- Other Schools' Materials:
 - Columbia: http://www.law.columbia.edu/careers/law_teaching
 - Yale: http://www.law.yale.edu/documents/pdf/CDO_Public/2011_Entering_Law_Teaching_Guide_PUBLIC_version.pdf
- Faculty Appointments Chairs:
 - <http://prawfsblawg.blogs.com/prawfsblawg/2011/06/hiring-chairs-for-2011-2012.html>
- Brian Leiter's Website
 - <http://leiterlawschool.typepad.com/leiter/advice-for-academic-job-seekers/>
- Orin Kerr (Multiple posts on Volokh Conspiracy website)
 - <http://dev.volokh.com/2005/03/07/the-long-road-to-being-a-law-professor/>
- Dan Markel's 2011 Law School Hiring Report
 - <http://prawfsblawg.blogs.com/prawfsblawg/2011/04/entry-level-hiring-2011-preliminary-summary.html#more>
- Uncloaking Law School Hiring: A Recruit's Guide to the AALS Faculty Recruitment Conference
 - <http://www.aals.org/frs/jle.php>
- AALS Aggregate Statistics (since 2001)
 - http://www.aals.org/resources_statistical.php

Reminders / Upcoming Events

- Remember to attack & conquer the FAR before the 1st distribution deadline (Aug 2)
 - You're on your own here, but we can help if you have questions
 - jurban@law.berkeley.edu
 - manderson@law.berkeley.edu
- Next Boot Camp Event: August 19
 - Time/Location
 - 8:30 – 4:00 (tentative)
 - Location: Boalt Hall, Room 240
 - Program:
 - Countdown to an Academic Career.
 - Nuts and Bolts of the "Market Year."
 - What Appointments Committee Members Look For.
 - Mock AALS Interview. Kathleen Morris (interviewee).
 - Mock Job Talk. David Kwok (interviewee).
 - What I Wish I Had Known Then
- Questions?