

February 17, 2022

MEMORANDUM

TO: Voting Faculty

FROM: Laura A. Rosenbury, Dean

RE: Revised Faculty Meeting Agenda, Friday, February 18, 2022

I have scheduled a faculty meeting on Friday, February 18, 2022, beginning at 2:30 p.m. and ending at the completion of the agenda items. The revised agenda will be as follows:

1. Approve Faculty Meeting Minutes for January 28, 2022, attached
2. Information Item: Update from Assistant Dean M Smith Regarding Diversity-Related Topics
3. Information Item: Discussion of Potential Revival and Modification of Visiting Assistant Professor Program, attached
4. Recommendations for faculty hiring from the Non-Tenure Track Appointments, Retention, and Promotions Committee (Joan Stearns Johnsen, chair). Voting by Qualtrics survey will immediately follow this meeting.
5. Recommendations from the Appointments Committee (Peter Molk and Wentong Zheng, chairs). Voting by Qualtrics survey will immediately follow this meeting.

The meeting will take place virtually, and you may join with the following link:

<https://ufl.zoom.us/j/93566006335?pwd=VDBDSEVoU0orRkrZem9WT2IFVkJDUT09>

Meeting ID: 935 6600 6335

Passcode: 476005

UF Levin College of Law Faculty Meeting Minutes

January 28, 2022, 2:30 p.m.

PRESENT:

Mary Jane Angelo, Rachel Arnow-Richman, Sarah Bishop, Stephanie Bornstein, Yariv Brauner, Annie Brett, Neil Buchanan, Karen Burke, Dennis Calfee, Paige Carlos, Jonathan Cohen, Robin Davis, Nancy Dowd, Seth Endo, Barbara Evans, Ben Fernandez, David Hasen, Berta Esperanza Hernandez-Truyol, Blake Hudson, Maryam Jamshidi, Jiaying Jiang, E. Lea Johnston, Shani King, Charlene Luke, Pedro Malavet, Merritt McAlister, Timothy McLendon, Silvia Menendez, Jon Mills, Peter Molk, Jason Nance, Lars Noah, Kenneth Nunn, Jane O'Connell, Robert Rhee, Laura Rosenbury, Katheryn Russell-Brown, Joan Stearns Johnsen, Amy Stein, Stacey Steinberg, Lee-ford Tritt, Henry Wihnyk, Andrew Winden, Michael Wolf, Sarah Wolking, Danaya Wright, Jennifer Zedalis, Wentong Zheng

PRESENT BY PROXY:

Andrew Hammond

NOT PRESENT:

Mary Adkins, Thomas Ankersen, Judy Clausen, Charles Collier, Lisa DeSanctis, Teresa Drake, Mark Fenster, William Hamilton, Kristen Hardy, Mindy Herzfeld, Joseph Jackson, Christine Klein, Elizabeth Lear, Sabrina Little, Grayson McCouch, Teresa Reid, Elizabeth Rowe, John Stinneford, Margaret Temple-Smith, Steven Willis

Meeting called to order at 2:32 p.m.

1. Approve Faculty Meeting Minutes for January 21, 2022

Dean Rosenbury launched a poll to approve the faculty meeting minutes from January 21, 2022.

Minutes were approved.

2. Information Item: Update from Assistant Dean M Smith regarding diversity-related topics

Assistant Dean M Smith provided an update on diversity-related topics.

Information item only

3. Recommendations for faculty hiring from the Appointments Committee (Peter Molk and Wentong Zheng, chairs). Voting by Qualtrics survey will immediately follow this meeting.

Updates from the Appointments Committee were provided by Wentong Zheng, Peter Molk, and Associate Dean Jason Nance.

Voting by Qualtrics survey took place immediately after the meeting.

Meeting adjourned at 3:15 p.m.

DRAFT Proposal for Reinstating and Improving the Visiting Assistant Professor (VAP) Program

University of Florida Levin College of Law
February 17, 2022

Main Point for Consideration: As we seek to raise the scholarly and intellectual profile of UF Law, now may be the time to reinstate our Visiting Assistant Program (VAP) with a more targeted focus on preparing VAPs for full-time teaching positions.

Termination of VAP Program at UF Law: As set forth in the Faculty Policy Manual, the faculty voted to “prospectively terminate[]” the VAP program as of April 4, 2017. The faculty emphasized that this termination “did not affect the Tax Interim Visiting Assistant Professor Program.” Individual faculty members are best able to describe their personal reasons for voting for or against termination of the program. Generally, at least some faculty members seemed concerned that the program was being used for course coverage instead of preparation for the job market. Relatedly, other faculty members seemed concerned that the faculty as a whole was not sufficiently committed to mentoring VAPs so that they would be competitive on the job market and ultimately land full-time teaching jobs.

Proposed Modifications for a Reinstated VAP Program: We now may be able to address the concerns raised in 2017 and proceed to reinstate a VAP program that is more focused on preparing VAPs for full-time teaching positions. The approach of the reinstated program could look something like the following:

Proposed Focus of Reinstated VAP Program

- Prepare VAPs for full-time teaching positions in the job market of their choice, whether that be doctrinal teaching (including tax), legal writing, or clinical teaching. This means that we would no longer have a separate Tax Interim Visiting Assistant Professor Program. We would have just one VAP program.
- Ensure that VAPs have sufficient time to focus on what will make them competitive in the job market of their choice. For example, for those VAPs going on the doctrinal market, the law school would limit teaching assignments to one or two a year in order to provide ample time for scholarship. For all VAPs, the law school would commit to assigning VAPs courses related to the particular job market they wish to join.
- Provide VAPs with a guarantee that they could stay in the VAP program for two years (barring misconduct, etc.), with the option of leaving earlier if a full-time teaching job materializes
- Ensure that each VAP has at least one dedicated faculty mentor who is committed to working regularly with the VAP and consistently preparing the VAP for the job market of choice
- Make it very clear, as we did previously, that VAPs will not be hired (or permanently appointed) to the law school faculty during their time as VAPs or for at least one year after completion of the VAP.

Proposed Process for Reinstating VAP Program

- Do a nationwide call for applications in spring 2022, seeking VAP candidates who are preparing to go on an academic job market.
- Form an ad hoc committee to review applications, with a focus on those applicants with concrete plans to go on the teaching market and the potential to benefit from the mentoring of the law school's existing faculty members.
- Commit to hiring no more than two VAPs for the fall of 2022.
- Before appointments are offered, connect proposed VAPs with the Associate Dean for Research and Faculty Development, the Associate Dean for Tax Programs, or the Associate Dean for Experiential Learning so that the Associate Deans may ensure there will be an appropriate mentor and other necessary support for each VAP.
- With the approval of the ad hoc committee, and in consultation of the Associate Deans, the Dean will extend VAP offers, ensuring that no more than two VAP offers are out at any given time.
- Form a standing VAP committee to review applications for future years and seek regular input from the faculty about the progress of the VAPs and the VAP Program.
- Task a faculty committee with formally reviewing the reinstated VAP Program no later than the spring of 2025.