



August 22, 2016

To: Rebecca Aanerud, Associate Dean of the Graduate School

From: Steve Herbert, Director, Law, Societies and Justice [on behalf of the LSJ Faculty]

Re: Law, Societies, and Justice Five-Year Review Response

The faculty and staff of Law, Societies, and Justice are deeply gratified by the review committee's recognition of the work of LSJ and Comparative Law and Society Studies Center. We take great pride in that work, and appreciate how deeply this was acknowledged and praised in the committee's report. The review committee, in our view, was thorough and probing in its work, and thus we see their assessments as originating from a well-informed and comprehensive perspective. This makes their positive report all the more satisfying, and provides us continued inspiration to provide high levels of service to the various communities that we engage. We were especially pleased to learn of the depth of satisfaction expressed by our undergraduate majors; it is very gratifying to know that we are motivating young people to think more deeply and complexly about notable social issues.

We also were pleased by the review committee's recognition of the excellence of our advising staff, whose contributions to the Program are notable and deeply valuable. In addition, we appreciated the attention given to our alumni outreach and advancement efforts. Such efforts were non-existent in the recent past, and we are proud of what we have accomplished in such a short period.

We also appreciate the committee's various suggestions, which we will endeavor to address in the future. Indeed, we have already taken some pro-active steps in several right directions, and anticipate making more in the near future. More to the point, we have:

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- **Begun to explore a range of possibilities for revenue creation.** The review committee was certainly correct to identify the need for means by which revenue can be created in an ongoing and predictable fashion. We are compelled to address this challenge. To do this, we plan to continue and intensify our ongoing advancement initiatives. We also will explore the possibility of the development of one or more certificate programs, likely for either early academics or policy-oriented professionals. A three-person faculty committee will spend the coming academic year exploring various such options and identifying the more promising ones for potential pursuit.
- **Begun to create a means to track our alumni career trajectories.** The committee also properly encouraged us to provide more thorough data about the paths our alumni take after graduation. LSJ has a LinkedIn group with nearly 500 members, which we will monitor on a regular basis to compile data about the career paths of our graduates. We also will create a space on our website where these data will be permanently displayed.
- **Initiated a bureaucratic process to attain department status.** We were pleased that the review committee encouraged this move. We are preparing an application to FCAS to enable this change, one that we think will appropriately reflect the stature of Law, Societies, and Justice.

We certainly concur with the review committee's assessment of the thinly-stretched nature of our faculty, and we would enjoy an opportunity to deliberate further on their suggestions for hiring priorities. Whether such hiring opportunities will occur in the near term is obviously a matter of great uncertainty. We would also profit, as the committee suggests, from expanded staff capacity. This would enhance our ability to serve a larger number of majors, and would buttress our advancement efforts and our other potential means to generate revenue. There is little question that the addition of even one faculty member and a modest increase in staff capacity would notably encourage all of the promising directions that the review committee identified, and would all but guarantee LSJ's ability to sustain its pattern of excellence for the foreseeable future.

Again, we are grateful for the careful attention provided to LSJ and CLASS through this review process, and we are eager to continue the pattern of excellence the review committee so generously acknowledged.