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Dean's Report, 2000

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THE UNIVERSITY OF GEORGIA

SCHOOL OF LAW

DEAN’S ANNUAL REPORT

1999-2000
I. MAJOR ACCOMPLISHMENTS FOR 1999-2000:

The U. S. News & World Report reported that The University of Georgia School of Law jumped seven points in the annual rankings of the nation's accredited law schools which advanced it to number 29, up from the number 36 position it held last year. This ranking places the UGA Law School in the top 15 percent of the nation's ABA accredited law schools, among the top 11 public law schools in the country, and among the top four public law schools in the Southeast. In compiling these rankings, the U. S. News & World Report uses four criteria: reputation among lawyers, judges and faculty (40%); student selectivity (25%); employment success and bar passage (20%); and faculty resources (15%).

Law School Dean, David E. Shipley, stated that "This is exciting news for us. Students, faculty, staff and alumni worked hard to recruit an outstanding first-year class; our placement success was excellent; and more and more of our graduates are being hired for prestigious federal clerkships. Moreover, the faculty's publication record is strong and getting stronger, and many have presented talks and papers around the nation and overseas during the last year." Dean Shipley further states that "In my opinion, these developments are critical to our success as we strive to build our reputation as one of the nation's finest public law schools."

A. FACULTY

1. RECOGNITIONS, VISITORS, ADDITIONS TO FACULTY

The Law School continues its quest to be a premier institution committed to excellence in teaching and dedicated to serving a diverse and well-prepared student body. This goal was promoted during 1999-2000 with faculty and alumni appearing in prominent media placements.
more than 400 times. The student body has the advantage of being taught by a faculty with a wide variety of expertise and acclaim in the state, nation, and overseas. Our students are afforded a wide range of courses with class sizes that make it possible for them to have a great deal of one-on-one interaction with their professors.

There are 37 members of the tenure/tenure-track faculty of the Law School with 27 of the senior faculty members holding prestigious endowed chairs or professorships. One assistant professor was added to our faculty replacing W. Ray Phillips who retired at the end of the 1999-2000 academic year. A new Director of Advocacy and a new Legal Research and Writing Instructor were also added to the faculty for the 2000-2001 academic year.

2. ADDITIONS TO FACULTY AND STAFF

The Law School has hired Lorie Johnson as an Assistant Professor beginning with the 2000-2001 academic year. She will teach in the areas of bankruptcy, law and economics, corporate finance, and securities law. Professor Johnson’s multi-disciplinary teaching interests also include consumer law, torts, commercial law, antitrust, business associations, contracts, disability law, and environmental law.

Kellie R. Casey was hired for the position of Director of Advocacy after the resignation of William H. Weber who joined an Atlanta law firm. Ms. Casey will provide leadership for both the Moot Court and Mock Trial Programs and teach a class in Appellate Advocacy. She is a 1987 graduate of The University of Georgia with an A.B. in Criminal Justice and a 1990 graduate of the Law School. She was a member of the National Moot Court Team and also won the Talmadge and Russell Moot Court competitions while a student.

The Law School has also employed a Legal Research & Writing instructor for the 2000-2001 academic year. Kizmet S. Adams, a graduate of the Law School in 1989, was hired to
replace Carol Elewski who resigned to move with her husband and family. Ms. Adams taught
in the Legal Research & Writing program previously, and she worked enthusiastically over the
past few years with the successful academic success program developed by the Law School in an
effort to better prepare first-year students for their law school careers. She was also instrumental
in the recruiting process of the 1999-2000 first-year class.

The Law School promoted Ms. Phyllis Cooke from her position as Activities Coordinator
in the Alumni Office to Assistant Director of Development to fill the vacancy created by the
resignation of Callie Waller.

3. **PROMOTION AND TENURE**

The Law School had one professor, Professor Richard A. Nagareda, who was approved

4. **PRODUCTIVITY**

The Law School faculty remains productive and numerous books, articles and
supplements were published by leading book publishers and journals. The faculty published a
total of 21 books and 23 articles during 1999-2000. Members of the faculty have a total of 15
books or chapters in books and 38 articles pending in 2000 for completion and publication in late

Many of the Law School faculty serve their profession and community through active
membership in the American Bar Association, the American Trial Lawyers Association, the
Federal Bar Association, the State Bar of Georgia, the Inns of Court, the Association of
American Law Schools, the American Lawyers Association, the American Law Institute, and the
National Association of Criminal Defense Lawyers.
Professor Alexander Scherr, Director of the Clinical Programs, was named as a Lilly Fellow for the 2000-2001 year.

The Harrison Tweed Award for Special Merit in Continuing Legal Education was presented to Professor Ronald Carlson in July, 2000. This national award from ALI/ABA recognizes faculty for significant contributions to continuing legal education at the national or state level, as well as career achievements in advancing the education of the Bar.

J. Alton Hosch Professor Rebecca H. White will be a Senior Teaching Fellow during 2000-2001. She also received the Josiah Meigs Award which is the University’s highest honor for teaching excellence. Professor White is the third Law School faculty member to receive the prestigious Meigs Award, joining Professor Ronald Carlson in 1989 and Professor Dan Coenen in 1999.

Professor Jim Smith was named as a Fellow for CALI, the Center for Computer Assisted Legal Instruction.

Professor Edward Larson, joint professor with the Department of History and the School of Law, won the George Sarton Award from the American Association for the Advancement of Science which annually honors a historian of science.

Dean & Virginia Rusk Professor Thomas Schoenbaum received a Doctor of Philosophy from the University of Cambridge, and was also selected as a Fulbright Scholar at the University of Innsbruck for 2000-2001. This is his sixth Fulbright award. Professor Schoenbaum has also been appointed to serve as the Executive Director of the newly approved Institute of European Studies.
B. STUDENTS

1. CREDENTIALS OF ENTERING CLASS

The Class of 2003 enrolled 201 students selected from 1,826 applicants. The statistics for this entering class make it one of the most outstanding entering classes in the history of the Law School. The median undergraduate GPA was 3.59 and a median LSAT was 162. The average age of the entering class is 24, and these students represent 16 states and 83 colleges and universities. Of the total enrollment, 57 are graduates of the University of Georgia, 8 students were graduates of the Georgia Institute of Technology, 8 from Emory University, 6 from Wake Forest University, 5 from Furman University and 5 from Georgia State University.

Women comprise 49% of the class and 16% are minority students. Of the 32 minority students, 20 are African-American. This class is comprised of 78% Georgia residents which reflects the strong commitment of the Law School to afford the finest legal education possible to Georgia residents.

The primary mission of The University of Georgia School of Law to serve Georgia a top priority, and the School continues the quest to enhance its national reputation. With the Class of 2003, this mission is being realized. This class ranks near the top 20% of law school entering classes nationwide. In addition to the scholastic ability of these students, they are also well-rounded people with diverse backgrounds as parents, professionals and civic volunteers.

2. NATIONAL MOOT COURT/MOCK TRIAL PROGRAMS

MOOT COURT

The J. Ralph Beaard Closing Argument Competition argued a hypothetical case of medical malpractice. The decision went to Dylan Wilbanks with Chris Rosselli being named runner-up.
The spring Russell Moot Court Competition was won by Bart Newman and Tiffany Rowe for impressive presentations in this annual competition for our first-year competitors.

The judges of the 1999 Talmadge Competition called it the "toughest competition they'd seen" and admitted that choosing a winner was like tossing a coin. The decision was made and the championship was awarded to second-year students Jennifer Auer and Sean Mikula. Classmates Tippi Cain and Sam Burch were first runners-up in this close competition. The competitors argued the hypothetical dismissal of a college professor and his claim of violations of the First Amendment and the Age Discrimination in Employment Act. Best Oralist in the Competition was Jay Roberts. Georgia Supreme Court Justice Harris Hines, a judge for the competition, stated the following as he addressed the competitors: "I was extremely impressed with the quality of the teams. You were well prepared, presented your arguments extremely well, and thought on your feet."

The Gray's Inn of London, England came to the Law School for our ninth moot court exchange in September, 1999. Mooters from Gray’s Inn argue a case against mooters from the Law School. There is really no "winner" in this friendly exchange. The students interact with each other and the English visitors are treated to several special events during their stay in Athens.

In the annual Hulsey-Kimbrell Competition the Law School team of Julie Wade and Shannon Drake defeated Florida. This win advanced Georgia's record to 12-4-2, including a ten-year winning streak from 1988 to 1997.

In the Jessup International Competition the Law School team made it to the regional finals and one member, Anne Allen Westbrook, was name a best oralist in the competition.
The Spong Invitational Competition saw the team advance to the semi-finals before losing to South Texas, the eventual champion of the competition.

The team representing the Law School in the Vanderbilt First Amendment Competition advanced to the quarterfinals in this competition.

In the Intrastate Competition, the Georgia team advanced to the semifinals before losing to the school who captured the championship, Mercer University School of Law.

In the ABA Competition Georgia had one team advance to the national finals after two of the UGA teams reached the regional finals. Gardiner Thompson was awarded an honor as a regional best oralist.

**Mock Trial**

The annual J. Melvin England Mock Trial Tournament was won by Kevin Weimer and Carin Burford. The students argued their hypothetical case, alleging gender discrimination in a college's level of support for women's athletics, before a panel of four federal judges. They were one of two teams from thirty teams that began the competition.

The 1999-2000 Mock Trial season was not as successful as the students had hoped for, but by the end of the year, the Law School had a team advance to the semifinals of the American Trial Lawyers Association regional competition. The team lost to Stetson, the eventual champion of the competition. The experience of this season is expected to offer the building blocks for a successful Mock Trial season during 2000-2001.

3. **Student Publications**

best IP journal and is 17th overall among the 284 specialized law journals rated in a survey by the
Florida State University Law Review.

4. **Student Organizations**

The Law School has had a mentoring program sponsored by several organizations for several years. This mentoring program has proven successful in assisting first-year students with the transition to law school. Social events and other activities were held in an effort to introduce the first-year students to each other as well as to their mentors. The Women’s Law Student Association and the Black Law Students Association participated in this program.

Law School students served again as mentors to local school children and also served as tutors. This mentoring program is enthusiastically endorsed by local schools, the young students and the community.

The Women’s Law Student Association, the Equal Justice Foundation, the Christian Legal Society, Phi Alpha Delta, and the Black Law Student Association joined forces to once again provide student volunteers for the local homeless shelters and soup kitchen duty. These organizations also held food and clothing drives for the homeless. Various fundraisers were held during the year and the proceeds were used to assist with the work for the needy.

The Bullroast and the Barrister’s Ball are sponsored annually by the Student Bar Association and both events were once again very successful.

The Student Bar Association and the Equal Justice Foundation co-sponsored the annual Faculty/Auction. The funds raised at this event go for stipends for students involved in public interest work during the summer. This is a popular event every year, and with the addition of the "Dean for a Day," which was sponsored by Dean David Shipley for the first time last year, it is even more popular. The high bid is for the opportunity for the Dean of the Law School to put on
jeans, tennis shoes, a baseball cap and a t-shirt and go to the classes all day in place of the student who gets to occupy the Dean’s Office as "Dean for a Day." The bidding for this one item is usually very lively as the three sections (X, Y, and Z) try to outbid each other and win the opportunity to be "Dean for a Day." The bid from this one item last spring was $3,100 and a representative from Section Y was "Dean for a Day" while Dean Shipley attended classes in the student’s place where the professors all called on the Dean for answers to questions during class. Chad Kelly, who was the "Dean" for the day, occupied Dean Shipley’s office, and hosted a party on the Dean’s Patio.

Another popular item auctioned at the Faculty/Auction was a spectacular quilt, handmade from professors’ ties and scarves by Kathy Burkes, Senior Administrative Secretary for the advocacy programs and the prosecutorial clinic. The quilt was entitled "Fundamenta Justitiae" which means "building blocks of justice" and it featured the scales of justice in the center. The tie and scarf portions were pieced together in a block pattern representing courthouse steps and had the signatures of each professor, including four Law School deans. The quilt was auctioned for $1,200 through a joint effort of the Student Bar Association and Law School faculty and staff. The quilt was framed and is hanging in the Law School.

The Faculty/Auction generated more than $14,000 for the organizations, and most of these funds support summer fellowships for law students who take non-paying public interest law positions.

The Student Bar Association also sponsored a golf tournament in which 80 law alumni and students participated. The tournament was designed totally for pleasure and as a fund raiser for the organization. It was a huge success and was a great networking opportunity for the
students, and for the alums. It generated $1,500 for the Student Bar Association operating budget.

The Georgia League, which is a Law School organization devoted to service to Georgia’s smaller communities, worked with the Law School Alumni Programs Office to provide nearly 600 pounds of food and a check for $1,855 from the Law School to the Colquitt County Red Cross for tornado relief. The Law School collected $1,155 in donations to help provide relief for storm victims and the needy, and the Moultrie Bar Association matched this amount with enough to reach the $1,855 amount. The Moultrie Bar Association is led by a former Law School graduate and Georgia League founder, David Herndon.

C. INTERNATIONAL EXCHANGE PROGRAMS

In keeping with the goal of the University "to broaden the international perspective of teaching, research, service and co-curricular programs" the Law School sponsored and participated in many international programs and exchanges during 1999-2000.

The Law School participated in its third year of a three-year faculty exchange program with the Universidad del Salvador in Buenos Aires, Argentina. Professor Milner Ball and Rusk Center Assistant Director Dorinda Dallmeyer visited Argentina to teach in this program and to conduct research on many issues involving international trade, national regulatory legislation and environmental dispute settlement.

The Brussels Seminar took place during the summer of 2000 in cooperation with the Institute of European Studies. A total of 27 students attended the Seminar including 13 from the University of Georgia Law School. The students had 80 hours of lectures during the three-week period. They also visited the Court of Justice of the European Community in Luxemburg, the European Parliament, and the Brussels Courts.
This seminar has been instrumental in training more than 445 Law School students in global legal practice since its inception. Associate Dean Gabriel Wilner is the director of this program.

J. Alton Hosch, Professor Thomas Eaton taught a three-week class in Lyon, France, and Jean Yves de Cara, Professor from Université Jean Moulin, taught a short course. "Introduction to the French Legal System," at the Law School as part of the exchange program between the School of Law and Lyon during the fall of 1999.

Six American law schools join with the University of Georgia School of Law in sponsoring the London Law Consortium Program each spring semester. A total of 5 students attended from the University of Georgia Law School during the spring of 2000.

Professor Thomas Schoenbaum lectured at Oxford and taught in the University summer program in Verona and Kilpatrick Professor Chuck O'Kelley also taught in Verona.

II PROGRESS IN STRATEGIC PLANNING

A. THE MISSION OF THE LAW SCHOOL

The commitment of the Law School to be a law school of such excellence that no citizen of Georgia need ever leave the state because a superior legal education is afforded elsewhere continues to be the ambitious, but realistic, mission for the Law School as it faces the new millennium.

As part of that commitment to excellence, the Law School has four specific goals:

(1) To recruit and educate an outstanding student body;

(2) To hire and support a collegial and productive faculty dedicated to teaching, scholarship, and service;

(3) To provide the finest physical and technological facilities necessary for the study of law; and.
(4) To identify and develop areas of the curriculum for enhancement, thus ensuring that graduates develop the skills to be highly competent and ethical professionals.

B. MAJOR GOALS OF THE LAW SCHOOL

The major goals of the Law School for the first decade of the 21st Century were established to ensure that the mission of The University of Georgia School of Law will be accomplished. These goals are being realized in every area. The Law School is a leading institution, dedicated to providing the highest quality legal education possible to every student.

The educational programs of the Law School are designed to educate and prepare students to become leaders in many diverse aspects of life and to succeed in any career path they chose from practicing law to judgeships in various courts.

As to Goal One

The statistics of the entering class for 2000-2001 substantiate the first major goal of the Law School which is "to recruit, admit, educate and support highly qualified and diverse students who have great potential for leadership in the legal profession, politics, civic affairs, education, business, their communities, and all other areas in which attorneys are called upon to serve." As reported earlier in Section I, Part B. Number 1 - "Credentials of Entering Class" - the Class of 2000-2001 is one of the most outstanding classes in the history of the Law School. The competition very strong with approximately 9 applicants for every seat, and the Law School continues to recruit and retain some of the top students from Georgia (78% of the entering class) and other states as well. The students in this entering class rank near the top 20% of law school entering classes in the nation. The intense recruitment and admissions efforts have been very successful in enrolling some of the nation's brightest and most highly qualified students.
The Law School awarded over $400,000 in scholarship funds for the 2000-2001 student body which represents a 20% increase over last year. This enhances the School's quest to raise this figure to over $1 million in scholarships awarded by the end of the next decade.

As to Goal Two

The Law School has a faculty which remains strong and dedicated to the Law School and determined that our students will be the most highly educated of any law school. These professors are recognized as leading scholars and teachers, both locally and nationally, while continuing as models of the highest intellectual and professional integrity for our students. As reported earlier in this report, the Law School has had three faculty members to receive the prestigious Meigs Award over twelve years. This award is the top teaching award given at the University, and it speaks well for the Law School to have three professors earn this highly coveted award.

The School will miss Talmadge Professor Walter Ray Phillips who retired in May, but it will be enriched by the addition of Assistant Professor Lorie Johnson. As noted earlier, Ms. Johnson will be teaching a variety of business and finance courses and will be a productive scholar on bankruptcy issues.

The accomplishments of our many students after graduation speak highly of the quality of education our professors and clinical directors are providing during their three years at the Law School. We have a high number of prestigious clerkships given to our students yearly. The Class of 2000 had 14 students receive clerkships and the Class of 2001 has already has 11 students given appointments following their graduation in May, 2001.
As to Goal Three

The Law School is striving to have the finest physical and technological facilities needed for the efficient study of law and to provide our students, faculty, staff and alumni with the most up-to-date technology possible. At the present time, all Law School students, faculty and staff have e-mail access and the Law School has a web-page which allows everyone a vast variety of information. Students can now get assignments on-line, pull up the current class and exam schedules as well as the Law School calendar. This year the first-year class had access to the Law School Honor Code Constitution and went on-line to print out their honor code pledge sheet.

The multimedia classrooms in the Law School have been very effective in allowing faculty to incorporate technology into their classroom presentations. An increasing number of students are bringing their laptop computers to class and almost 100% of our student body utilizes the internet. The Law School has undergone a huge project in replacing the obsolete thick-net network wiring with UTP wiring. This will provide a significant increase in transmission speeds and will improve reliability. The new wiring also provides the Law School with a flexible foundation for future expansion of network connections.

The implementation of the CARS database program is proceeding slowly. This is a very complex system and has proven to be a difficult task. It will take much more staff training and expenditures to see complete implementation of this system in all areas of the Law School by the target date of FY2001/2002.

As to Goal Four

The Law School’s fourth strategic goal is to identify areas of the curriculum for enhancement, thus ensuring that graduates develop skills to be highly competent and ethical
professionals. In this regard, the faculty approved a new joint degree program with the College of Education, a JD/Masters of Education in Sports Management. Two other joint degree programs are now under consideration, a JD/Masters of Public Administration with Political Science and a JD/Masters of Social Work with the School of Social Work. The School expanded its intellectual property curriculum in 1999-2000 by offering a Cyberlaw course as well as an advanced Patent Law Drafting course. Three new courses are enhancing our International Law curriculum in 2000-2001: Chinese Trade Law, International Criminal Law, and International Intellectual Property Law. In addition several members of the faculty taught Freshman Seminars for the Franklin College. The faculty will continue to strengthen the curriculum in this manner in the coming years.

III PROGRESS IN ASSESSING UNIT OR AREA EFFECTIVENESS

A. NEW OUTCOMES IN STUDENT LEARNING

1. BAR RESULTS

In July of 1999, 171 University of Georgia Law School students took the Georgia Bar Examination with a pass rate of 154 for 90% of the takers. There were 168 first-time takers on this exam and of this number 154 passed for a percentage of 91.6%. Georgia was second to Emory University School of Law with Emory edging UGA by .3%.

On the February 2000 exam, 36 University of Georgia Law School students took the exam with 21 passing, or a rate of 58.3%. Of the 36 students, 17 were first-time takers and 16 of these passed for a 94.1% passing rate.

2. JUDICIAL CLERKSHIPS

Fourteen students from the Class of 2000 have secured clerkships with judges from the Northern, Southern and Middle Districts of Georgia, as well as with Eleventh Circuit judges in
Jacksonville, Florida; Atlanta, Georgia; and Montgomery, Alabama. The class also had students placed in North Carolina, Virginia, and South Carolina.

The Law School Class of 2001 has already learned of clerkships for 11 of its students with appointments in the Northern, Southern and Middle Districts of Georgia as well as with the 11th Circuit in Mobile, Alabama and Atlanta, Georgia. One of these students will serve as clerk with Chancellor William B. Chandler of the Delaware Chancery Court in Georgetown.

The Law School has also learned that two members of the Class of 1998 and two from the Class of 1999 have received clerkships. These clerkships cover a broad area from the 11th Circuit (Atlanta) to Washington, San Francisco, Seattle, New Orleans, Austin, Texas, and Honolulu.

3. Placement Data

The Class of 1999 had 217 of the 222 graduates reporting their employment status, with 98.6% being placed within 9 months of graduation. These graduates were placed in 19 different states, the District of Columbia, three foreign countries, and counties throughout Georgia.

During the academic year of 1999-2000, the Office of Legal Career Services provided more than 1,800 separate employment contacts for law students and alumni through a variety of means, including:

<table>
<thead>
<tr>
<th>Employment Contact</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Job announcements</td>
<td>753</td>
</tr>
<tr>
<td>On-campus interviews</td>
<td>153</td>
</tr>
<tr>
<td>Job fairs</td>
<td>896</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>1,802</strong></td>
</tr>
</tbody>
</table>
These employment opportunities showed an increase of 9.4% over the contacts for the 1998-1999 year. Through the Legal Career Services Office, employers from 33 counties, 43 states and the District of Columbia recruited UGA law students in 1999-2000.

The Class of 1999 final employment statistics on the table that follows show 98.6% employed, attending graduate school, or deferring employment. The average starting salary for UGA law graduates went up from $47,957 for the Class of 1998 to $54,799 for the 1999 class, a 14.3% increase. The Law School’s strategic planning goal is to exceed national employment rates by 5%. While the national statistics for the class of 1999 have not been released, we exceeded the 1998 national employment rates for new lawyers. The national employment rate for the Class of 1998 was 90% while the Law School’s employment rate for the class of 1998 was 95.1%.

The preliminary employment report for the class of 2000 on the following table shows that, at graduation, 71.7% had received and/or accepted offers of employment, an increase of 2.8% over the Class of 1999.

In addition to sponsoring 16 job fairs for J.D. and LL.M. students, the Legal Career Services Office also produced more than 36 career informational programs during 1999-2000. Program topics ranged from interviewing tips to career assessment tests to practice area options. Attendance ranged from 17 students to 112 students.

In keeping with the goal of enhancing communication between the Legal Career Services Office and its varied constituents, the Legal Career Services staff pioneered the use of e-mail and web communication with students, alumni and employers. Two notable advances in 1999-2000 are:
the dissemination of weekly job announcement newsletters via e-mail and web to students and alumni:

- the enhanced ability to accept job announcements and on-campus interview registrations from employers via the web.

New initiatives for 1999-2000 included jointly-sponsored programming with student organizations: expansion of the Legal Career Services website (www.lawsch.uga.edu/career) to include links to recruiting employers, information on the Loan Repayment Assistance Program, and other valuable career-related items; sponsoring subscriptions for students to Emplawyernet and AttorneyJobsOnline, two international legal jobs databases; using e-mail for more constant and proactive communication with students and alumni; and developing more interactive workshops using Power Point and other presentation tools. All of these new initiatives have been welcomed by the students and alumni and have enhanced the services provided.

Beyond increasing services and programs during 1999-2000, the Legal Career Services also participated in the implementation of a new law school-wide student records database, CARS. The implementation is still in progress and thus far has involved more than 520 hours of Legal Career Services staff time. The CARS system will be used to manage employer and student records for the fall 2000 on-campus interview program.

The Legal Career Services Office currently is in the process of undergoing some changes in staffing structure. Greg Rosebore, who previously divided his energies between Legal Career Services, Admissions, and Student Services, was assigned full time to Admissions in 1999. An Assistant Director Position in Legal Career Services had been proposed since 1991, and was slated to be funded by differential tuition monies. When differential tuition money had not been released as of spring 2000, the Director of Legal Career Services proposed restructuring current staffing and shifting other budget lines to fund this much-needed position. Even though the
proposed staffing plan results in an overall reduction in staff hours. It is hoped that services will be enhanced by the continuity and experience of an Assistant Director. A new Assistant Director has been hired to begin in September 2000. The new staffing plan will result in the provision of more one-on-one career consulting services for students and alumni, and should allow for increased services, including:

- more support for students seeking public interest jobs;
- more support for students and alumni writing for grants and fellowships to fund public interest work;
- more guidance for students navigating the government job application process;
- more individual assistance for students and alumni pursuing non-practicing careers;
- expansion of both on-line and print career resources and materials for students and alumni;
- additional marketing efforts to employers, particularly individual employer visits;
- additional support for students and alumni seeking jobs in areas outside the southeastern United States;
- more in-depth analysis of employment statistics, trends and patterns in order to better advise students and alumni;
- better career counseling services and more individual relationship-building by reducing client-to-counselor ratio to 440/1 from the current 880/1.
- further development of unique career initiatives, including international summer clerkships.

**CLASS OF 1999 EMPLOYMENT STATISTICS**

All U.S. law schools compile and report final employment statistics each February for the previous class (by agreement through NALP - the National Association for Law Placement).

<table>
<thead>
<tr>
<th>FINAL REPORT: FEBRUARY 2000</th>
<th>NUMBER OF GRADUATES</th>
<th>% OF REPORTED</th>
<th>AVERAGE STARTING SALARY</th>
<th>STARTING SALARY RANGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Graduates</td>
<td>222</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employment Status Known</td>
<td>217 (97.7% OF WHOLE)</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Total Employed</td>
<td>204</td>
<td>94.0%</td>
<td>$54,729</td>
<td>$20,000-$100,000</td>
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<tr>
<td>----------------</td>
<td>-----</td>
<td>-------</td>
<td>---------</td>
<td>-----------------</td>
</tr>
<tr>
<td>Full-Time Degree Students</td>
<td>8</td>
<td>3.7%</td>
<td></td>
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<tr>
<td>Unemployed, Not Seeking</td>
<td>2</td>
<td>0.9%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>TOTAL &quot;PLACED&quot;</td>
<td>214</td>
<td>98.6%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Unemployed, Seeking</td>
<td>3</td>
<td>1.4%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>TYPES OF EMPLOYMENT</th>
<th>NUMBER</th>
<th>% OF EMPLOYED</th>
<th>AVERAGE STARTING SALARY</th>
<th>STARTING SALARY RANGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Private Practice</td>
<td>127</td>
<td>62.3%</td>
<td>$59,972</td>
<td>$20,000-$100,000</td>
</tr>
<tr>
<td>Government</td>
<td>30</td>
<td>14.7%</td>
<td>$34,970</td>
<td>$21,000-$42,329</td>
</tr>
<tr>
<td>Judicial Clerkships</td>
<td>23</td>
<td>11.3%</td>
<td>$38,150</td>
<td>$30,000-$40,200</td>
</tr>
<tr>
<td>Business</td>
<td>17</td>
<td>8.3%</td>
<td>$50,625</td>
<td>$35,000-$75,000</td>
</tr>
<tr>
<td>Public Interest</td>
<td>7</td>
<td>3.4%</td>
<td>$32,500</td>
<td>$32,500-$32,500</td>
</tr>
</tbody>
</table>

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<thead>
<tr>
<th>GEOGRAPHIC LOCATIONS</th>
<th>NUMBER</th>
<th>% OF EMPLOYED</th>
<th>AVERAGE STARTING SALARY</th>
<th>STARTING SALARY RANGE</th>
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<td>75.5%</td>
<td>$54,280</td>
<td>$20,000-$85,000</td>
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<td>101</td>
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<td>$61,806</td>
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<tr>
<td>Other Georgia</td>
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<td>26.0%</td>
<td>$37,660</td>
<td>$21,000-$54,000</td>
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<td>Alabama</td>
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<td>4</td>
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<td>$67,500</td>
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<tr>
<td>Washington, D.C.</td>
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<td>$40,000-$92,000</td>
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<td>Florida</td>
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<tr>
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<td>Maine</td>
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<td>State ID</td>
<td>Percent</td>
<td>Reason</td>
<td>Reason</td>
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<tr>
<td>North Carolina</td>
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<td>Not reported</td>
</tr>
<tr>
<td>New York</td>
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<td>Not reported</td>
<td>Not reported</td>
</tr>
<tr>
<td>Oklahoma</td>
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<tr>
<td>Pennsylvania</td>
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<tr>
<td>South Carolina</td>
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<td>Not reported</td>
<td>Not reported</td>
</tr>
<tr>
<td>Tennessee</td>
<td>5</td>
<td>2.5%</td>
<td>$52,000</td>
<td>$46,000-$55,000</td>
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<td>Texas</td>
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<tr>
<td>Utah</td>
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<tr>
<td>Virginia</td>
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<td>Unable to report due to confidentiality concerns</td>
</tr>
<tr>
<td>Kuwait</td>
<td>1</td>
<td>0.5%</td>
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<tr>
<td>South Korea</td>
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</tr>
<tr>
<td>Unknown locations</td>
<td>8</td>
<td>3.9%</td>
<td>Not reported</td>
<td>Not reported</td>
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</table>

**NUMBER OF STATES REPRESENTED:** 20

**NUMBER OF COUNTRIES REPRESENTED:** 3
### CLASS OF 2000 EMPLOYMENT STATUS

Number of Graduates: 202  
Number reporting employment status: 191 (94.5%)

<table>
<thead>
<tr>
<th>EMPLOYMENT STATUS</th>
<th>NUMBER</th>
<th>% OF KNOWN</th>
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<tr>
<td>Employed</td>
<td>137</td>
<td>71.7%</td>
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<tr>
<td>Not seeking employment</td>
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<tr>
<td>Seeking employment</td>
<td>51</td>
<td>26.7%</td>
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<table>
<thead>
<tr>
<th>TYPES OF EMPLOYMENT</th>
<th>NUMBER</th>
<th>% OF EMPLOYED</th>
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<tbody>
<tr>
<td>Private Practice</td>
<td>87</td>
<td>63.5%</td>
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<tr>
<td>Judicial Clerkship</td>
<td>21</td>
<td>15.3%</td>
</tr>
<tr>
<td>Public Service/Government</td>
<td>15</td>
<td>10.9%</td>
</tr>
<tr>
<td>Corporate</td>
<td>12</td>
<td>8.8%</td>
</tr>
<tr>
<td>Other</td>
<td>2</td>
<td>1.5%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>LOCATIONS OF EMPLOYMENT</th>
<th>NUMBER</th>
<th>% OF EMPLOYED</th>
</tr>
</thead>
<tbody>
<tr>
<td>Metro Atlanta, GA</td>
<td>72</td>
<td>52.6%</td>
</tr>
<tr>
<td>Other GA (18 Cities)</td>
<td>33</td>
<td>24.0%</td>
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<tr>
<td>Florida</td>
<td>5</td>
<td>3.6%</td>
</tr>
<tr>
<td>Tennessee</td>
<td>5</td>
<td>3.6%</td>
</tr>
<tr>
<td>Washington, DC</td>
<td>5</td>
<td>3.6%</td>
</tr>
<tr>
<td>North Carolina</td>
<td>3</td>
<td>2.9%</td>
</tr>
<tr>
<td>South Carolina</td>
<td>2</td>
<td>1.4%</td>
</tr>
<tr>
<td>California</td>
<td>1</td>
<td>0.7%</td>
</tr>
<tr>
<td>Illinois</td>
<td>1</td>
<td>0.7%</td>
</tr>
<tr>
<td>New York</td>
<td>1</td>
<td>0.7%</td>
</tr>
<tr>
<td>Ohio</td>
<td>1</td>
<td>0.7%</td>
</tr>
<tr>
<td>Texas</td>
<td>1</td>
<td>0.7%</td>
</tr>
<tr>
<td>Virginia</td>
<td>1</td>
<td>0.7%</td>
</tr>
<tr>
<td>Location not yet known</td>
<td>6</td>
<td>4.4%</td>
</tr>
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</table>
4. **Law Library**

a. **Budget**

The base budget of the Law Library remained flat. Vice President for Research Key had to discontinue contributing $25,000 to the Faculty Special Research Fund, leaving the library even less able to serve its primary clientele. During FY99-2000, it was necessary to cancel $40,000 worth of subscriptions.

b. **Technology**

Computing support for the entire law school has been successfully assumed by the law library. We created and filled two additional computing support positions to provide a total number of six full-time computing support professionals for the law library and law school. We built an additional office in the law library annex to accommodate the two new positions. One of the new positions is devoted full time to CARS, the other to the Help Desk. Part-time student workers continue to provide assistance with routine set up and troubleshooting.

CARS implementation is proceeding on schedule, though with some difficulty, as is typical of complex systems. The Admissions module is fully implemented. The Registrar’s office is substantially completed and we are moving forward with Legal Career Services. The next step will be to install report writing capability so that users can extract the information they need in the form they need to have it. Alumni Services and possibly Development will be implemented in the coming year with completion projected during the 2001-02 fiscal year.

The Computing Services Department held a day-long retreat in July to discuss how to structure the heavy work load and growing expectations placed on the department. Without a full time administrator, it is often difficult to keep all department members pulling in the same direction. The strategic plan for computing services, completed last year, provides a general guide. It was gratifying...
to see that CS has completed or made substantial progress on more than half the goals named in the strategic plan. The strategic plan needs to be updated to reflect developments since it was approved.

E-mail has become the communication method of choice within the law school since the computing services department created a virtual mailroom last year. The mailroom lists the e-mail addresses of all faculty, staff and students. The mailroom also contains several listservs for sending e-mail to identifiable groups such as faculty; support staff; senior administrators; law librarians; first-, second-, or third-year students; all law students; and the entire law school community.

During Spring semester, 2000, the obsolete thick-net network wiring was replaced throughout the Law School with UTP (also known as CAT-5) wiring. In addition to providing a significant increase in transmission speeds and reliability, the new network wiring provides us with a flexible foundation for future expansion of network connections. Now that the wiring infrastructure is in place, we can realistically plan for future network projects such as providing laptop connections in classrooms, the library, and indeed throughout the Law School complex.

Three new wiring closets were built to accommodate servers and updated wiring. Both the Law School and the Law Library migrated to a new server. The move to a new server also included an upgrade from Novell Netware operating system 3.12 to 5.0. The department continued to purchase replacement computers and printers and to reassign existing equipment according to the principles decided upon in the strategic plan. Altogether, the department administers more than 200 computers, counting student labs and organizations as well as Law School and Law Library offices.

c. **BUILDING**

Two building changes were undertaken in FY-2000: an office for new Computing Services personnel in the Annex, and the wiring closet mentioned earlier. Building maintenance has suffered somewhat with the loss of some staff, though Building Supervisor Rosie Fitzgerald does her best to
cope with the shortage. Accumulated dust and mold still need to be removed by a specialized "deep cleaning" process, but the day-to-day cleaning is now generally satisfactory. However, the library's furnishings and finishes are old and deteriorating. Chairs are breaking at the rate of about 20 per year, which has a negative effect on the amount of seating available to students. We need new carpeting and wall coverings, and the drapes in the reading room are dusty and rotting. Lighting in the main reading room continues to be a problem despite stepped-up efforts by Physical Plant to change the bulbs on a regular basis.

d. COLLECTION AND SERVICE

The strategic deaccessioning project continues, but at a slower rate, because the simplest deaccessioning decisions are behind us. Plans for a major shift of the library collection are also continuing, but the target date is uncertain. The shift will place materials in more logical order within the building. Some off-site storage will become available in the main library's repository building in Fall, 2000, thus making such a shift much more feasible.

The professional librarians held a day-long retreat in May, which has led to better communication among the staff and more coordination of effort. All the librarians meet for an hour every two weeks to share information about their areas of responsibility and discuss progress on the Policy and Procedure Manual, upon which many unsuccessful efforts have been expended in the past. In addition, the law-trained librarians meet with the Acquisitions Librarian periodically to discuss new acquisitions and cancellations. "Collection development" is something of a misnomer in a library that is suffering its third flat budget year in a row, but the collection development team nevertheless does its best to minimize the impact of the inadequate budget. Substantial progress has been made on a formalized, detailed Acquisitions Policy, which the library has needed for many years.
The library supplied 518 items on interlibrary loan, borrowed 74 items for our own library
users, answered 9,150 reference questions, circulated 25,935 items, and supported photocopiers that
made 267,404 copies

5. RESOURCES

a. PRIVATE GIFTS

Private giving for 1999-2000 increased by 10% over FY1998/1999 from $4,154,234.92 to
$1,267,818.04. The FY1999/2000 figure includes a 17% increase in contributions to the Law School
and Hirsch Hall Funds from $416,726.20 to $488,010.90. The Law School also enjoyed a 38%
increase in Lumpkin Society membership from 120 to 165. These are donors who give at least $1,000
annually to the Law School. The Office of Development has set three main goals for the coming year.
These goals are (1) to raise $500,000 to $1,000,000 to partner with the Main Library in their Russell
Library project. This will enable the Law Library to address critical space needs and special collection
management concerns; (2) to raise $750,000 to increase the scholarship money available to offer
prospective students and to assist currently enrolled students; and, (3) to raise $750,000 to increase the
money available to support faculty research, scholarship and travel and to allow greater participation in
national and international programs, conferences and symposia. The Law School has several good
prospects to help us accomplish these goals.

6. COMMUNICATIONS AND PUBLIC RELATIONS

To promote a positive image of the University of Georgia School of Law to the general public
as well as to the Law School alumni continues to be the mission of the Office of Communications and
Public Relations. Publications such as the Admissions Viewbook, the Student Handbook, Just the
Facts, At a Glance, Joint Programs Brochure and Career Opportunities are all being utilized to
promote the professional image of the University of Georgia School of Law in keeping with the mission of this Office.

Promotion of the Law School on a national level continues in the preparation of press releases on upcoming Law School events and on both faculty and student accomplishments. Local news media in the hometowns of students continue to be used to disseminate information on honors and accomplishments of the Law School students. This Office worked with the computing services staff to create a news page on the web page of the Law School to better inform students, faculty and staff of any news.

Stories featuring the Law School, its faculty or alumni appeared nearly 400 times in prominent media placements including The New York Times, Washington Post, National Public Radio, USA Today, U.S. News & World Report, NBC, Boston Globe, The Financial Times, Scientific American, and the Odyssey Network. The University community was also informed of Law School accomplishments by supplying press releases and story ideas to the University's faculty:staff newsletter, Columns, and the alumni magazine, Georgia Magazine. Alumni were kept further informed through numerous publications including the Advocate magazine, the Dean's Report (a personal letter from the Dean of the Law School which serves as a "state of the law school" report to the alums), and the Annual Report of Giving which is produced in conjunction with the Development Office.

7. CLINICAL PROGRAMS
   a. CIVIL CLINIC

   The Civil Clinics include three different programs, and affiliates with a fourth. Between these programs, the Civil Clinics now offer students nearly 60 placements.

   The Basic Externship Program places students in governmental, judicial or private non-profit placements: a concurrent seminar provides in-depth basic analysis of lawyering theory and practice.
Enrollment during the academic year totaled 54, all of which were new students to the Civil Clinics. Additional placements include positions in all the trial courts in Athens-Clarke County, and in the superior courts in the surrounding counties; placements with federal district court judges in Atlanta and Augusta; and an expanded list of placements with federal government agencies, including the Environmental Protection Agency and the Department of Labor.

The Summer Externship Program extends the program’s geographical reach, and requires similar reflective appraisal of student experience. Enrollment during the summer of 2000 totaled 21; the Law School hired adjunct faculty to assist in the supervision and teaching of students in this program.

The Advanced Civil Clinic gives students the chance to extend and deepen their experience, including third-year practice, through an Advanced Externship Program. Over 14 students repeated placements during this year. The concurrent seminar formalized a dual focus: during the fall semester, students engage in an in-depth appraisal of transactional lawyering opportunities; during the spring, students appraise different aspects of the civil litigation process.

Separately, the Family Violence Clinic continues to strengthen its presence, both in the Law School and in the community. Up to ten students per semester (including the summer semester) serve as lay and legal advocates for the victims of family violence in Athens-Clarke and Oconee Counties, and eligible students prepare, negotiate and try cases under student practice rules. A concurrent seminar provokes analysis of the legal, practice and policy issues of this pervasive social concern. The Clinic’s managing attorney, Pat Barron, completed her first full year in the position. A total of 20 students enrolled in this Clinic during fall, spring and summer, with approximately half of them new students and half returning students.
Finally, the Civil Clinics have strengthened the affiliation with the Etowah Practicum, a course created and run by Laurie Fowler, a public service associate with joint responsibilities to the School of Law and the Institute of Ecology. In the practicum, law students work alongside ecology students on behalf of a group of stakeholders in the Upper Etowah River Basin. Students develop proposals for state and local legislation, write position papers, and engage in negotiation and advocacy in the affected watershed. In class, students gain exposure both to substantive law, technical skills and behavioral training. Approximately 5 law students per semester enroll in this program.

Total enrollment in all Civil Clinic Programs now exceeds 117 students per year, over 75 new to the Civil Clinics, all providing community service and experiential learning locally and afar. The Clinic staff maintains an active presence in the community, in both the externships and the direct service clinics. In addition, the Clinic Director, the Etowah Practicum Director, and the Family Violence Clinic’s Managing Attorney participate in in state bar, national bar and clinical communities.

b. PROSECUTORIAL CLINIC

The goal of the Prosecutorial Clinic is to provide students with opportunities to become effective advocates. Students are assigned to work in various judicial offices and are supervised in "real life" experiences in and out of court. These students participate in bench and jury trials, in traffic court, preliminary hearings, grand jury appearances, juvenile proceedings and in municipal court. They experience arraignment pleas, bond hearings, probation revocations and many other types of hearings.

Students in the Prosecutorial Clinic program work closely with district attorneys and solicitors’ offices in fourteen judicial districts. The program provides mock exercises, trial skills, and discussions of evidentiary and ethical concerns for the students in a classroom setting to further enhance their skills. Thirty students were enrolled in Prosecutorial Clinic in 1999-2000.
C. LEGAL AID AND DEFENDER CLINIC

The University of Georgia Legal Aid & Defender Clinic was found in 1967 as a joint program sponsored by the School of Law and the School of Social Work. Since then, the Legal Aid Clinic has become exclusively the province of the School of Law, and has evolved into the Public Defender Office for the Western Judicial Circuit. The Western Judicial Circuit consists of Clarke and Oconee Counties. The Clinic employs 12 attorneys full time, 2 investigators, 2 paralegals (one of whom doubles as a bookkeeper), 2 secretaries, and a receptionist. The Clinic also sponsors a fellowship each year for a recent law graduate. The Clinic provides legal representation to indigent persons who are accused of violating the criminal law in Clarke or Oconee Counties, and to parents who are involved in deprivation proceedings in the juvenile courts. Some 4,000 clients were served by the Clinic in 1999-2000. This service includes representation in juvenile, municipal, state and superior courts where clients are charged with both misdemeanors and felonies. Primary funding for the Clinic comes from both Clarke and Oconee Counties and both of these counties contract with the Law School to provide constitutionally-required legal counsel to indigent persons.

The office serves the School of Law as a clinical education program. Both second- and third-year law students enroll in one of two course offerings and receive academic credit for their participation in the Legal Aid Clinic. Students conduct initial interviews of clients, investigate cases by interviewing witnesses, negotiate pleas, draft motions, draft trial and appellate briefs and third-year students actually represent clients at hearings and trials. In addition to law students, the Clinic typically sponsors one or two undergraduate interns from the Criminal Justice Program of the Political Science Department. The major accomplishment of the Legal Aid & Defender Clinic for 1999-2000 was the representation of its clients and the instruction of law students.
The continuing goal of the clinical program is to provide law students with an educational experience which allows them to integrate material they have learned in various doctrinal classes, such as evidence, constitutional law, criminal law, and criminal procedure, into the practice of law. It allows them to do so in an environment that provides the opportunity for such responsibility while supported by supervision from practicing attorneys. During the past year, this goal was accomplished in that the law students assisted with all stages of the actual representation of clients.

**Specific Accomplishments**

a). In August 1999, the Clinic and its director were awarded the Commitment to Excellence Award of the Georgia Indigent Defense Council.

b). MSW Field Placement. Working with the School of Social Work, the Legal Aid Clinic continues to be a field placement for MSW interns. Ms. Deidra Schad is one of the attorneys in the office and holds a Masters in Social Work as well as a J.D. (both from the University of Maryland) and she supervises MSW students completing their required internships. The second MSW intern to work with the Legal Aid Clinic began Fall Semester 1999. We are currently engaged in discussions with the School of Social Work to sponsor undergraduate BSW interns as well.

c). The 880 square foot meeting/classroom which came on line in December of 1998 has proven a success. It affords an excellent class meeting and staff conference room.

d). The Georgia Indigent Defense Council has awarded the Legal Aid Clinic (on behalf of the Western Judicial Circuit) a grant FY 2000-2001 to fund an attorney to assist with early intervention into client’s cases.
Progress and Strategic Planning in 1999-2000

a). Staff attorneys are involved in the clinical education program through the teaching of the class weekly. Trial preparation, preparation for arraignment, probation revocations, constitutional law, and domestic violence law enforcement were some of the topics taught.

b). Clinical Curriculum. The clinical curriculum continues to be improved by incorporating academic discussion of various aspects of client representation, including the initial interviewing process, maintaining ongoing rapport with the client, ethical issues related to client autonomy, attorney caseload, and criminal defense representation. Increased emphasis has been placed on trial practice skills in the third-year curriculum (Legal Aid Clinic II), and we have utilized the new courtroom facility in the Rusk Building as an aid to this endeavor.

Progress in Accessing Unit Effectiveness

In response to feedback from law students, both past and present, the curriculum is continually revised to more closely mirror the work that students perform with attorneys. This results in an increase in emphasis in written materials made available to students that are drawn directly from the practice of the Legal Aid Clinic, including appellate briefs, written pre-trial motions, plea statement forms, client interview forms, appellate decisions and law review articles.

Attorneys provide feedback and evaluation of students. Evaluations are made of both the attorneys and the students they are supervising. The attorneys are also required to itemize and document the time that they spend on various types of work and meet regularly to discuss their cases among themselves.

Overall Health of the Unit

The overall effectiveness of the Legal Aid & Defender Clinic both as a teaching and as a service institution is excellent and continues to improve. The Clinic has a good relationship with its
service community, and the relationship has been well-maintained over the years. The Clinic has also maintained respect and popularity among law students – both those who are enrolled in the clinical program and others who volunteer their assistance.

8. GRADUATE LEGAL STUDIES PROGRAM

The Graduate Legal Studies Program had a total of 110 applications of which 40 were accepted. From these applications, 19 students were selected for the program from Austria, Bahamas, Brazil, Cameroon, China, Egypt, France, Germany, Israel, Korea, Mexico, New Zealand, Russia, Trinidad, and Puerto Rico. Of this student body, one student is a Muskie Fellow and one is a Rotary Scholar.

9. RESEARCH AND SERVICE

a. INSTITUTE OF CONTINUING JUDICIAL EDUCATION

The Institute of Continuing Judicial Education of Georgia (ICJE) is a public service and outreach program of the University of Georgia School of Law. The governing Board of Trustees has representatives of the State’s four ABA accredited law schools, the State Bar, and the judicial branch constituents served. The Institute is a creation of the Supreme Court and the Judicial Council of Georgia. The ICJE bears primary responsibility for initial training and continuing education of elected officials and court support personnel of the Georgia judiciary. Conferences, seminars and workshops signify the products traditionally identified with the ICJE by constituents. However, program support materials, monographs and exercises, video tapes as well as other self-study resources are also embraced by the Institute’s efforts. The ICJE provides semiannual or annual programs for judges of superior, state, juvenile, probate, magistrate and municipal courts, together with training sessions for clerks of superior, state, juvenile, probate and magistrate courts, as well as courses for secretaries of both trial court judges and magistrates, along with instructional activities for juvenile court probation
officers, court administrators, and administrative law judges of Georgia executive branch agencies and
the workers comp board.

Major Highlights

During the summer of 1999, at the Annual Meeting of the American Bar Association conducted in Atlanta, the ICJE of Georgia received the ABA Judicial Division's nationally-renown Judicial Education Award, sponsored by the National Conference of Special Court Judges. This prestigious recognition was won by the ICJE of Georgia in 1989, but had not been sought since.

During FY1999-2000, the Institute successfully delivered its customary calendar of activities. Record-setting participation was achieved in several of ICJE's regular events, including: the annual seminar for administrative law judges (76), the fall seminar for state court judges (76), the juvenile court judges fall seminar (95), the municipal court clerks annual seminar (88), and the winter seminar for superior court judges (169). For the twelfth consecutive year, more than 2,500 attendees (actually 2,856) took part in Institute programming. Attendee contact hours for the year totaled 46,563.

This year's major new product effort involved refining the design of a Death Penalty Specialty Course for superior court judges, targeted for presentation during their first semi-annual seminar for FY 2000. Sufficient judge-faculty were recruited during FY '99, and with the assistance of an outside consultant, Professor Penny White (former Circuit Court Judge and Supreme Court Justice from Tennessee), a 20 hour instructional and reference tool curriculum was devised. The course, designed for small group participation and limited to twenty-five attendees, was delivered in July (St. Simons Island), October (Mableton) and January (Athens).

Other specialty courses delivered during this program year included those targeting Landlord-Tenant Adjudication, Domestic Violence, Judicial Ethics, Duties and Powers of Chief Magistrates, and Conduct of Judicial Election Campaigns. A Highway Safety Specialty Course for non-jury traffic
court judges was delivered in connection with a grant from the Governor's Office of Highway Safety; and the American Academy of Judicial Education again delivered its Fact Finding and Decision Making Course for Georgia magistrates.

A major policy-oriented initiative accomplished by this year's Board of Trustees was adoption of a new four-year, long range, product and institutional development plan for the Institute, which is the second in the history of the ICJE. It targets: (1) maintaining current services and infrastructure; (2) implementing new programs, products and services; (3) procuring new equipment and furnishings; (4) employing new personnel.

The year's various Judging and Humanities study efforts centered around the Pulitzer Prize winning book *Summer for the Gods* by Ed Larson, *The Leo Frank Case* by Leonardi Dinnerstein, *Civil Action* by Jonathon Harr, and *Billy Budd* by Herman Melville. Also used in connection with this type of CJE were the play "A Jury of Her Peers" along with the corresponding short story entitled *Trifles*, and the contemporary non-fiction, journalistic, account of Atlanta's Sara Tokars murder entitled, *Secrets Never Lie*. These sessions were facilitated both by regular teaching faculty from the UGA School of Law, together with several Georgia court personnel.

**Connection with UGA Strategic Plan**

Reflecting the Institute's tie to the UGA Law School, the following ICJE efforts of the FY'00 product year meshed with the six strategic planning goals of the University of Georgia.

**1) Fostering Cultural Diversity & Equality in the Courts**

In the orientation courses for new judges of magistrate, municipal and state court, as well as in the judicial ethics specialty course, specifically treated subject matters were: (a) the Canon 3B(5) and 3B(6) judicial obligations to avoid behaviors of bias and prejudice based upon race, ethnicity, gender, or religion, as well as (b) not to tolerate them among others within the supervision of the court.
Furthermore, production of a videotape targeting the work of court bailiffs and to promote its effective and non-biased delivery by these court personnel continued during FY'00. The specialty course on family violence incorporated use of the new judges bench book published by the Family Violence Prevention Fund that is entitled Cultural Considerations in Domestic Violence Cases.

Plans were laid with the National Judicial Education Project to Promote Equality for Women and Men in the Courts to utilize in March, 2001, its model curriculum entitled "When Bias Compounds: Insuring Justice for Women of Color in the Courts". This topic was identified in the State's study of gender bias in the courts as one in need of addressing.

Handling domestic violence cases received special emphasis in recertification and specialty courses for state, probate, municipal and magistrate court judges. The topic is a recurring one in the criminal procedure training for state and superior court judges.

(2) Strengthening Support and Funding

Once again, the overall funding for the State's general program of judicial education was brokered from resources initially earmarked for the ICJE, as well as directed toward magistrate court judges, municipal court judges, superior court judges, and certified court reporters. The Georgia Governor's Office of Highway Safety sponsored a series of intensive short courses for non-jury traffic court judges that focused on handling the alcohol-impaired driver. The State's Criminal Justice Coordinating Council, through a grant, funded creation of a set of one hundred-one problems targeting the topic of evidence law for future delivery in an interactive, computer-based, learning format. The Supreme Court's Equality Commission continued to collaborate in funding the bailiff's training video.

(3) Curricula & Methods Responding to Mission

Full-time UGA faculty and staff shared their expertise in a number of program leadership roles. These instructors included the Law School's Ron Carlson, Tom Eaton, Ed Larson, Gene Wilkes.

(4) Broadening International Perspective

The ICJE's Executive Director instructed on the topics of judicial independence and rule of law, as well as judicial education, while hosting delegations of visiting judges from Brazil and the Czech Republic as well as prosecutors from Egypt. The ICJE Director also consulted with staff members from the Supreme Court of Guatemala's judicial education institute.

(5) Strengthening Commitment to Environmental Stewardship

Environmental torts were indirectly addressed by incorporating treatment of the book Civil Action by Jonathon Harr in the Institute's Judging and Humanities Seminars. Traditionally, the issues and cases in this area relate primarily to federal court litigation and rarely surface in state courts. But, this reality is beginning to change nationwide, including Georgia. Many Atlanta metropolitan area municipal courts are proceeding to set up divisions or case calendars labeled environmental courts, which exclusively handle local ordinance violations connected with preserving environmental quality. Indeed, the growing vigor of public health and safety code enforcement by local governments is beginning to present a new arena of subject matters for the training of municipal and magistrate court judges.

(6) Utilizing New Technologies

Training of judges and court support personnel on utilization of computer applications continued. The traditional focus on legal research employing Michie's Georgia Law On Disc shifted toward more comprehensive internet-based legal research. Magistrate, municipal, probate, juvenile,
state and superior court judges were the principal audiences of these efforts, which will continue during the upcoming year (FY 2001).

Continued use was made of the video production capabilities of the Dean Rusk Hall courtroom during the orientation of newly selected state court judges, by conducting mock hearings and critiquing the communications effectiveness of new judges in supervising these proceedings. Upgrading the push-panel equipment control capabilities for this technical facility was completed during the first quarter of FY 2000. Creation of a set of one hundred-one problems targeting the topic of evidence law was completed for future delivery in an interactive, computer-based learning format.

Assessment of ICJE Effectiveness Measures

The 1999-2000 program year included the following achievements.

- Total participant attendance in ICJE seminar and conference activities, annually recurring as well as special events, again exceeded 2,500 (actually 2,856).
- Mentor-based new judge orientation received a programmatic boost when the magistrate's mandatory training law that requires all new magistrates to receive mentor coaching during their first year of service was aided by a major training emphasis on how to be a good mentor. All classes of court, moreover, continue to experiment with some form of this type of new judge orientation.
- Court automation efforts for constituents were modestly advanced through regionally-based instruction on basic judiciary computer applications such as: (1) internet avenues for conducting legal research, (2) Georgia Law on Disc, and (3) multi-tasking judicial uses of computers.
- Following the lead of Georgia's Magistrate Courts Training Council, which annually updates its bench book, the Municipal Courts Training Council completed a fourth edition (third update) of the Municipal Judges Benchbook, which was disseminated in the fall of 1999, and the judges' annual recertification training also included use of these materials.
Collaboration in CJE product design and delivery growing from the work of the Gender Equality Committee and the Race Ethnic Bias Study Commission was continued and manifested through various instructional units specifically targeting domestic violence, as well as race, gender, ethnic, status fairness and equality. Work progressed on a video to coach bailiffs to exhibit no bias or prejudice in the conduct of their duties on behalf of courts.

Funds appropriated by the legislature to the ICJE for programming and product development, not administrative infrastructure, for the upcoming program year (FY 2001), increased by nearly 19%.

**Unit Health Overall**

Judicial educational funding brokered for use in FY'00 increased slightly over the level of the two previous years, with appropriated funds, tuition payments, grants and service fees combining to furnish slightly more than 1.35 million dollars ($1,354,568). Sources of these funds included the: Board of Court Reporting, Institute of Continuing Judicial Education, local county and municipal governing authorities, Magistrate Courts Training Council, Municipal Courts Training Council, and Superior Courts of Georgia. About $4,500 in additional funding was accrued to pay for the training activity that targeted a visiting judicial delegation from the State of Pernambuco, Brazil. During the year, as well, ever-improving administrative routines were brought to bear in the processing of appropriations funding as well as contracts and grants, operational expenses, program registrations, statistical measurement data, financial aid requests, and annual report information.

**2. INSTITUTE OF CONTINUING LEGAL EDUCATION**

The Institute of Continuing Legal Education in Georgia (ICLE), organized in 1965, is a consortium of the Law Schools of Georgia, Emory, Mercer, and Georgia State Universities and the State Bar of Georgia. Lawrence F. Jones is the Institute's Executive Director and is a member of the
University of Georgia School of Law administrative faculty. His support staff consists of three attorneys and 14 full-time staff members.

ICLE exists to facilitate Georgia attorneys with their mandated continuing legal education requirements. The requirements are 12 continuing legal education credit hours per calendar year. Within these hours, one must be in ethics, one in professionalism and three in trial practice.

**Major Accomplishments for FY 1999-2000**

The Institute produced several live satellite broadcast programs through the Georgia Public Television Network. ICLE has 30 Georgia sites at colleges, county libraries and vocational technical schools with satellite capabilities reserved for 24 original legal programs and taped rebroadcast programs.

ICLE continues to assist attorneys in Georgia with a limited number of scholarships by waiving the registration fee for those attorneys experiencing financial difficulties.

The following pro bono projects were included in this fiscal year's activities: ICLE supported the Kids' Chance program in cooperation with the Workers' Compensation Section of the State Bar of Georgia. Kids' Chance is a charity originated by Georgia attorneys representing workers compensation claimants. Kids' Chance provides educational scholarships for children of catastrophically injured parents who are unable to provide further educational opportunities for their children. ICLE printed and mailed Chief Justice Awards flyers, Georgia Law Related (LRE) Consortium Golf Tournament, LRE Membership Form, Senior Law Section Luncheon announcement and Serving the Community Newsletter as co-sponsored projects with the State Bar of Georgia.

ICLE worked with several departments of the University of Georgia with the following annual programming: The “Georgia Trial Skills Clinic” at the School of Law, the “46th City and County
ICLE serves as the administrative offices for the Southeastern Admiralty Law Institute (SEAL), with Lawrence F. Jones serving as Executive Director. SEAL is an organization of over 700 members dedicated to providing a forum for the discussion of admiralty and maritime law, and its practice and administration, among practitioners in the ports of the Southeastern United States. ICLE maintains a membership database, accounting, an internet web site, a quarterly newsletter and other publication assistance for SEAL, as well as planning assistance for the SEAL Annual Fall Meeting and Annual Seminar.

For the FY 1999/00 year, the Institute conducted 156 live and 32 video replayed seminars in approximately 50 areas of the law with an attendance of approximately 23,176. Two of these programs were held in Athens at the Georgia Center. The other seminars were conducted in Atlanta and cities throughout Georgia. During the fiscal year, approximately 30 sites around Georgia presented 24 video replayed and satellite rebroadcast seminars. The Institute has a video taped inventory available to law firms, local bar associations and colleges to assist attorneys in obtaining their 12 hours of mandatory training each year. This year approximately 1,227 registrants took advantage of this program.

ICLE co-sponsored annual programs with the Environmental Law Section of the State Bar of Georgia. These programs address a variety of environmental and ecological issues facing today's practitioners, and utilize speakers from both the private sector and government agencies.

Six specialized seminars were transmitted to Atlanta live via satellite. These programs were co-sponsored with national CLE providers, such as the American Bar Association and Practicing Law Institute. More than 35 persons attended these co-sponsored programs. All the above continuing legal
education seminars reflect more than 135,200 continuing legal education credit hours. ICLE is the major continuing legal education provider for Georgia attorneys.

The Institute's printing department prepared 170 publications totaling 36,508 copies and reprinted 33 publications (7,692 reprinted copies) totaling 44,200 copies. Among the publications printed were several specialized books for Georgia attorneys, such as, the *Workers' Compensation Practice Manual*, an annual publication updated by the State Board of Workers' Compensation. The manual contains the principles of Georgia workers' compensation law as well as current practices, procedures and forms.

**Overall Health of the Unit/Area**

Progress was made during the last fiscal year toward the many goals set for ICLE. As a result of the constant self-evaluation process used by ICLE staff attorneys, several programs were added to and deleted from the FY-1999/2000 schedule. The current program evaluation, the speaker evaluations and the survey information assures a positive future for ICLE. The Institute remains viable and growing, and responsive to the needs of practicing attorneys.

**3. The Dean Rusk Center for International Law and Graduate Legal Studies**

During fiscal year 1999-2000, the Dean Rusk Center for International and Comparative Law merged with International and Graduate Legal Studies under one executive director, Associate Dean and Charles H. Kirbo Professor Gabriel M. Wilner, to form the Dean Rusk Center for International, Comparative and Graduate Legal Studies.

The Dean Rusk Center was the temporary residence of many international visitors during the 1999-2000 year. Among these visitors were:
Nükhet Turgut, Professor and Head of Environmental Law Department, Ankara University Law School, collaborated on international environmental law issues while visiting during August-September 1999;

Michel Waelbroeck, Professor from Brussels, Belgium, gave lectures on international law during October 1999;


Philip Alston, Professor of International Law, European University Institute, Florence, Italy, lectured on "International Human Rights," in March 2000;

Yogesh Tyagi, Professor of International Law, J. Nehru University, New Delhi, India, lectured on "Responsibility of States in International Law," in April 2000;

Tony Joris, Professor from Vrije Universiteit Brussel, lectured on "European Community Law," in February and April 2000;

Several short courses were taught at the Law School by international visitors through arrangements made by the Dean Rusk Center:

Franco Ferrari, Professor of Law at Bologna University, Bologna, Italy, taught the short course. International Sale of Goods, August-September 1999;

Jean Yves de Cara, Professor from Université Jean Moulin, taught a short course. Introduction to the French Legal System, October 1999;

Erik Franckx, Professor of Law, Universiteit Brussel, presented the short course. Law of the Sea, October-November 1999;

Enrique Barber, Professor of Law, Instituto Tecnológico de México, gave lectures on international law and the law of Mexico; and,
Junji Nakagawa, Professor of International Law, University of Tokyo, Japan, gave a short course, Japanese Trade Law, February 2000.

The Dean Rusk Center was responsible for several conferences and workshops during the 1999-2000 year. Among these were a roundtable discussion entitled "Central and Eastern European Laws and Judicial Systems in Transition: The Case of the Czech Republic." This roundtable was in cooperation with the European Center, the Office of International Development, and the Georgia Society of International and Comparative Law and was held on January 28, 2000. The Center co-hosted with the Institute of Continuing Judicial Education an intensive judicial training program for judges from Czechoslovakia during January 2000 and also co-hosted a visit of eight future judges from Egypt as part of International Judicial Academy program in February 2000.

A conference entitled "Governing the Global Ocean" took place in April 2000 in which the world’s leading marine environmental law experts convened at the Dean Rusk Center for an afternoon conference which was devoted to the law of the sea. This conference was co-sponsored by the Rusk Center and the University of Georgia’s Environmental Ethics Certificate Program and it served as a regional meeting of the American Society of International Law. Associate Director of the Rusk Center, Dorinda Dallmeyer, who organized the conference and presided over the conference and moderated a roundtable discussion that afternoon, stated that the conference examined issues such as the special circumstances of the seas around Antarctica, the impact of the international law on planning for activities along the United States coast, including Georgia, and the international efforts to protect fisheries.

10. MAJOR LAW SCHOOL EVENTS
   a. SIBLEY LECTURE SERIES

Danny Greenberg, president and attorney-in-chief of the Legal Aid Society of New York, presented the 90th Sibley Lecture in October 1999. The lecture was entitled "Pursuing Economic
Justice: Agendas for the New Millennium.” The lecture considered the need to achieve economic justice in our society today.

Columbia Law Professor Samuel Issacharoff, a constitutional and voting rights law expert from Columbia University, delivered the 91st Sibley Lecture entitled “Political Parties, the Constitution and Democratic Competition” in March, 2000. The lecture series honors the late John A. Sibley who graduated from the Law School in 1911. The series was established in 1964 by the Charles Loridans Foundation of Atlanta and it is designed to attract outstanding legal scholars of national prominence to the Law School.

b. **Edith House Lecture**

U. S. District Court Judge Susan Oki Mollway of Hawaii presented the 18th Edith House Lecture on October 6, 1999. The topic of her discussion was the judicial confirmation process entitled “Getting Confirmed as a Federal Judge.” Judge Mollway is the first Japanese-American woman to be appointed to the federal bench. This series is hosted annually by the Womens Law School Association and is named for one of the first female graduates of the University of Georgia School of Law.

c. **Corporate Law Conference**

Martin E. Kilpatrick Professor Chuck O'Kelley convened some of the nation’s leading corporate law scholars at a conference entitled “Teaching Corporate Law” in October, 1999, to brainstorm on how better to prepare corporate law students to hit the ground running as graduates. This event marked the first time corporate law scholars have had their own conference for the sole purpose of improving the pedagogy. The proceedings of this conference have been made available through a symposium issue published by the *Georgia Law Review*.

d. **Law School Reunion Weekend**

The Law School hosted its first Reunion Weekend on September 24-25, 1999, and members of 10 classes, from 1949 to 1994, celebrated the anniversary of their Law School graduation. This was
done in a very unique way. Law Library Director and Professor Ann Puckett enthusiastically agreed to put library restrictions aside and allow a dinner with entertainment by a comedian for the members of these graduation classes. This will be an annual event.

e. LAW DAY/ FAMILY DAY

Family Day/Law Day 2000 featured a panel discussion on education reform - “The Future of Education in Georgia: A+ Education Reform Act of 2000” - in which Governor Roy Barnes was joined by Otis Brumby, State School Board Chairman, and University System Chancellor Stephen Portch. The University Chapel was packed with interested students and their families as well as members of the Law School and University communities to hear the three men who, in the words of President Adams, are “the three people who most firmly hold the future of Georgia’s education in their hands.”

During the morning, family members of the first-year class were given a tour of the Law School and were allowed to observe a first-year class attended by their son, daughter, or spouse. This interaction with members of the families of our students and our faculty and staff helps bond a relationship between them and the Law School that has proved beneficial to all concerned. It also allows the family members to see the setting their law student is in each day of his/her Law School career.

Another highlight of the day’s activities was a re-enactment of the Aviano Trial, the 1999 court martial of Captain Richard Ashby, the pilot who severed the cable of an Italian ski gondola while on a training mission and sent 20 tourists to their deaths. William Weber (J.D. ’96) was the Marine Major who defended the captain. Weber served during 1999-2000 as the Director of the Law School’s Advocacy Programs. Law School faculty member, Professor Carlson, and Law School students portrayed the principals in this trial before a large crowd on Law Day Family Day.
f. RED CLAY CONFERENCE

The 12th Annual Red Clay Conference, organized by the Environmental Law Association, brought more than 200 attorneys, students and concerned citizens to hear leading environmentalists, attorneys and planners discuss the method of balancing urban growth with rural preservation. The title for this conference was “Striking a Balance Between Urban Growth and Rural Preservation” and the keynote speaker was Dr. Bob Bullard, the Ware Professor of Sociology and Director of the Environmental Justice Resource Center at Clark Atlanta University, who is considered to be one of the leading experts on environmental justice.

g. COMMENCEMENT

The Honorable Governor Roy Barnes was the commencement speaker for the Law School Graduation on May 20, 2000. A total of 204 graduates received their juris doctorate degrees before an audience of professors, administrators and staff, and family members and friends of the graduating class. The ceremony also included 25 Master of Laws students from the Graduate Legal Studies Program. There were 12 December 1999 graduates invited to participate in the ceremony. Of the 204 J.D. recipients, one was a fifth generation graduate of the University of Georgia School of Law. Elizabeth Dodd Kanne graduated on May 20, 2000, following in the steps of an aunt, a grandfather, a great-grandfather and a great-great-grandfather.

h. DECEMBER 1999 GRADUATION RECEPTION

The Law School held its first reception for December graduates in December of 1999. The 12 graduates who earned their degrees last December attended. This event was very well received and plans are to continue to have this reception annually.

V. RETENTION AND GRADUATION

The Law School implemented an Early Start Program which is designed to provide the entering first-year students an overview of the Law School curriculum and also to foster successful study habits.
The School also sponsors an Academic Success Workshop Series in which students attend lectures and discussion groups on a variety of topics such as taking Law School exams. These two programs have been very successful and well-received by our student body.

The 1999-2000 academic year began with a total of 650 students. During the academic year, six students withdrew, all members of the first-year class, for an average of .008%. The students who withdraw from the Law School usually do so because of personal or family reasons. Occasionally a student will withdraw because he or she realizes that a law career is not what he or she wants to pursue at this time. It is rare for more than two students in any academic year to leave the Law School for academic reasons.

OVERALL HEALTH OF THE UNIT

As reported last year, the ABA/AALS Site Inspection took place in February of 1999. Many positive evaluations were given the Law School in the written report in August. In addition to statements that the Law School "is an excellent institution by any measure," and "it has transcended state boundaries, and is a major regional, if not national, program." The report further stated that "Law students at the University of Georgia Law School are highly capable at the time of admission." The faculty was described as being "highly capable scholars and teachers" who are "seasoned, highly productive and devoted to the school." They state in the report that the Law School has a long tradition of excellence.

Some of the suggestions made by the ABA/AALS have been addressed by the Law School over this past year.

For instance, the Dean Rusk Center for International and Comparative Law and International Graduate Legal Studies have been combined and Associate Dean and Charles H. Kirbo Professor Gabriel Wilner has been named the Executive Director of the newly titled Dean Rusk Center - International, Comparative & Graduate Legal Studies. The ABA praised the graduate program and the
international curriculum - calling the graduate program “excellent” and noting that the Law School had a “first-rate” research arm in the Rusk Center. The combination of these two programs will enhance the overall offerings and will bolster the Law School’s national reputation for international studies.

The Rusk Center will also expand its international judicial training program, which will be a joint effort with the Institute of Continuing Judicial Education, and will strive to cooperate with the state and the legal and business communities in Georgia to provide support in dealing with broad issues as they emerge, including the internationalization of trade, business and legal services.

The Law School is using the report of the ABA/AALS and their suggestions and the self-study prepared for the inspection as the foundation for the strategic planning of the Law School for the next decade.