PLEDGE Fellowship Informational Webinar

Event to Begin Shortly.
Presenters

Aaron N. Taylor
Executive Director
AccessLex Center for Legal Education Excellence®

Raymond C. Pierce
President and CEO
Southern Education Foundation
Presenters

Marybeth Gasman, Ph.D.
Samuel DeWitt Proctor Endowed Chair & Distinguished Professor
Rutgers University

Alice Ginsberg, Ph.D.
Visiting Scholar
Rutgers University
1. Fellowship overview
2. Fellowship curriculum
3. Fellowship application process
4. Attendee questions
What is PLEDGE?

The Professionals in Legal Education Developing Greater Equity (PLEDGE) Fellowship is an 18-month professional development program and problem-based research project.

The fellowship targets experienced law school administrators, faculty members, and other similarly situated and experienced professionals.
What is PLEDGE?

Up to three teams of 2 fellows:
• At least one member with relevant policy setting authority is required.
• At least one member with access to pool of study subjects and relevant data is required.

18-month duration, divided into six 3-month stages:
• Across the stages will be twelve fellowship meetings:
  o five 2-day in-person meetings
  o seven 90-minute virtual meetings
What is PLEDGE?

Fellowship culminates in completion of research project ("Capstone") focusing on one of the following topical strands:

**Admission and Access**
- Centering on testing methods and strategies for **fostering the successful law school enrollment** of people from underrepresented backgrounds

**Academic Performance**
- Centering on testing methods and strategies for **fostering the law school academic success** of students from underrepresented backgrounds

**Bar Exam Performance**
- Centering on testing methods and strategies for **fostering bar exam passage** among students from underrepresented backgrounds
What is PLEDGE?

Each fellowship team will receive:

- Capstone budget: up to $25,000
- Stipend: $5,000 per Fellow
- Access to Capstone design expertise
- Access to DEI professional development coaching

Additional funding and support may be needed from institutions with which fellowship teams are affiliated.
PLEDGE Fellows Will Learn About:

1. Historic and contemporary DEI issues in academia
2. Equality vs. equity
3. Identity and intersectionality
4. Racial literacy and color blindness
5. Differences between DEI commitments and sustained institutional change
Admission and Access

- Primary and secondary school preparation
- Racial and SES stratification
- Affirmative action (facts and myths)
- Scholarships and student loan debt
- LSAT (issues with cultural bias and stereotype threat)
- Access to extracurricular and tutoring opportunities
- Access to diverse mentors and role models
- Lack of networks, social and cultural capital
- Racial stereotypes and implicit bias
Academic Culture, Inclusion and Engagement

- “Chilly climate” and microaggressions against people of color
- Imposter syndrome and stereotype threat
- Gender-based work-life balance for faculty and students during childrearing years
- Culturally inclusive pedagogy and curriculum
- Professors’ proficiency in facilitating racially charged conversations
- Strong faculty-student relationships and access to same gender/race mentors
- Exploration of growth mindset and student engagement theories
Bar Exam Performance

• Cultural bias and stereotype threat
• Cost of exams
• Access to campus and extracurricular preparation programs
• Relationship between bar exam performance and quality of professional performance
• 21st century skills for the law profession
PLEDGE Fellows will learn how to do practitioner inquiry and mixed-method research including:

• Choosing and vetting a research question and methodology
• Creating a research proposal with a timeline of activities and deliverables
• Developing research protocols
• Reflecting on and assessing your progress
• Coding and analyzing data
• Finding your writing voice
• Writing for different and diverse audiences
• Publishing and dissemination
Methods of Learning:

• 12 In-Person and Virtual Workshops
• Interactive Projects
• One-on-One Coaching
• Writing and Research Feedback
• Monthly Check-Ins
The Curriculum Team

Marybeth Gasman, Ph.D.,
Rutgers University

Alice Ginsberg, Ph.D.,
Rutgers University

Andrés Castro Samayoa, Ph.D.,
Boston College

Leah Hollis, Ed.D.,
Morgan State University

Raquel Muñiz, J.D., Ph.D.,
Boston College

Kent Lollis, J.D.,
Law School Admis. Council
Applying to PLEDGE

1. Application form
2. Statement of Interest and Contributions to Diversity
3. Capstone proposal
4. Letter of recommendation and support from supervisor
5. Team member CVs/resumes
Important Dates

Application deadline: March 27, 2022

Fellowship teams announced: May 13, 2022

Fellowship:
- Begin: June 22, 2022
- End: November 2023
Thank You!

Please visit
AccessLex.org/PLEDGE-fellowship