

RODNEY O. FONG

John Marshall Law School
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Employment:

Associate Dean for Academic Achievement, Institutional Assessment, and Bar Preparation, John Marshall Law School, Chicago, Illinois, March 2018 to present.

- Coordinate efforts to enhance student performance by working with faculty, student services, students, and other aspects of the school to promote an inclusive learning environment and a holistic approach to student learning.

Director, Office of Legal Services, State Bar of California, San Francisco, California, May 2017 to February 2018.

- Office of Legal Services promotes access to justice statewide by overseeing the funding, coordination, and technical assistance for legal services providers and support centers; certifying lawyer referral services; encouraging and training pro bono attorneys; and fostering diversity and inclusion in the legal profession. The also Office staffs the California Commission on Access to Justice.

Consultant, Academic Support & Bar Passage Programs, 1995 to May 2017.

- Assessed institutional and programmatic needs by analyzing data and interviewing deans, faculty, alumni, and students; consulted with ABA schools located in Arizona, California, Florida, Georgia, New York, North Carolina, and Texas.

Co-Director, Law+Plus & Bar+Plus Programs and Assistant Professor of Law, University of San Francisco School of Law, San Francisco, California, 2013 to May 2017.

- Worked with deans and faculty to analyzed declining bar results and developed strategies for addressing the decline; researched factors affecting student performance, including diversity, generational, teaching methods, outcomes and assessments, and psychological barriers.

Associate Dean for Bar Exam Services, Golden Gate University School of Law, San Francisco, California, 2005 to 2013.

- Oversaw all bar-related activities, including developing and implementing successful strategies to relieve the school from ABA probation due to low bar passage rates.

Program Developer, Center for Access & Fairness, State Bar of California, San Francisco, California, 2003-2005.

- Created and initiated strategic plans for State Bar's diversity and inclusion initiatives.

Interim Co-Director, Academic Support Program, University of San Francisco School of Law, San Francisco, California, 2002-2003.

- Assessed the school's bar passage performance for the last decade and submitted recommendations to the Dean.

Co-Director, Academic Success Program, Santa Clara University School of Law, Santa Clara, California, 1999-2002.

- Administered an academic support program with emphasis on the first year class.

Associate Professor of Law and Director, Academic Assistance Program, Golden Gate University School of Law, San Francisco, California, 1994-1999.

- Designed and administered an academic support program.

Assistant Professor of Law 1990-1994, Adjunct Professor of Law, 1989-1990, John F. Kennedy University School of Law, Walnut Creek, California.

- Taught Advanced Legal Research & Writing, Legal Research & Writing, Wills & Trusts, and Family Law Practice courses, and administered the academic support program.

Instructor, LEOP, Hastings College of the Law, San Francisco, California, 1991-1994.

- Taught a remedial Exam Writing course for first year students.

Lecturer, BARBRI Bar Review:

- Arizona BARBRI, Tempe, Arizona, 1995-1998;
- California BARBRI, San Francisco, California, 1991-1993;
- Nevada BARBRI, Las Vegas, Nevada, 1996;
- Utah BARBRI, Salt Lake City, Utah, 1996.

Attorney at Law, San Francisco, California, 1987 –1990.

- Self-employed in a community-based, general practice office.

Attorney at Law, Law Offices of Jerry Lee, San Francisco, California, 1983 –1987.

- Partner in a small firm in a community-based, general practice office handling matters in wills and trusts, small business and real estate transactions, landlord-tenant litigation, dissolution of marriages, and immigration.

Attorney at Law, Hedani, Waki, Choy & Perdue, San Francisco, California, 1980 –1983.

- Associate in a small community-based, general practice office handling matters in landlord-tenant litigation, dissolution of marriages, and immigration.

Educational Volunteer Activities:

Association of American Law Schools (AALS), Section on Academic Support Programs:

- Chair, 2000; Secretary, 1998.

Law School Admissions Council (LSAC):

- Board of Trustees, 2016 to May 2017;
- Diversity Committee, 2014-2016;
- Diversity Retention Conference Planning Committee, Chair, 2014-2015;
- Academic Assistance Training Workshops 20th Anniversary Planning Committee, Chair, 2011-2012;
- Academic Assistance Training Workshops Planning Committee, 1999-2001;
- Academic Assistance Subcommittee, 1995-1997.

Western Association of Schools & Colleges (WASC):

- Participated as a member of accreditation teams assigned to California accredited and ABA law schools. Team responsibilities included reviewing and analyzing all documents, reports, financial statements, and demographic and assessment data produced by the institution, conducting a two-day visit to the institution, determining compliance with WASC guidelines and standards, and as assistant chair, drafting the final report.
 - Seeking Accreditation Visit 1 Team, Assistant Chair, April 2016;
 - Seeking Accreditation Visit Team, Assistant Chair, November 2014;
 - Capacity & Preparedness Team, Assistant Chair, March 2013;
 - Educational Effective Team, Assistant Chair, March 2010;
 - Capacity & Preparedness Team, Assistant Chair, October 2008.

Professional Volunteer Activities:

American Bar Association, Council of Racial and Ethnic Diversity in the Educational Pipeline:

- Member, 2014 to 2016.
- Pipeline Diversity Conference Strategic Planning Group, member, 2005-2006.

American Bar Association – Center for Racial and Ethnic Diversity:

- Member, 2010-2013;

Bar Association of San Francisco:

- Diversity Task Force, 2004-2005.

Judicial Council of California Access & Fairness Advisory Committee:

- Fairness in the Law Schools Report drafting group, 2005 – 2007.

State Bar of California Council on Access & Fairness:

- Chair, 2009 to 2010;
- Vice Chair, 2008-2009;
- Chair, College & Law School Committee, 2007 to 2009;
- Consultant, Access & Fairness Leadership Academy, 2005 to 2007;
- Advisor, High School Partnership Academies & Pathway to Law School – 2+2+3 Program, 2010 to present.

State Bar of California Access & Fairness Leadership Academy:

- Consultant & Instructor 2005-2008.

State Bar of California Diversity Pipeline Task Force:

- Member, 2005-2006.

Awards:

San Francisco Minority Bar Coalition, Outstanding Service to the Legal Community, November 2004 & November 1999.

Asian American Bar Association Pro Bono Attorney of the Year Award, 1987.

Golden Gate University School of Law Gregory Allen Egertson Award for Outstanding Staff (voted by the students), 2006, 2008 & 2009.

Publications:

Law School ABC's, Harcourt, Brace Legal Publications, Inc., 1993. Co-authored with Jennifer S. Kamita, Loyola University School of Law.

Inclusive Teaching Methods Across the Curriculum: Academic Resource and Law Teachers Tie A Knot. University of San Francisco Law Review, Vol. 31, Issue 4, 1997. Co-authored with Fran Ansley, Charles Daye, David Dominguez, and Laurie Zimet.

Retaining Generation X'ers in a Baby Boomer Firm. Capital University Law Review, Vol. 29, Page 911, 2002.

Getting A Jump on the Bar Exam. Article for the CLEO Edge Magazine. Winter/Spring 2011.

Partial List of Presentations:

Columbus Bar Association Managing Partners Diversity Initiative, October 2017, Columbus, Ohio. Keynote speaker on “A Holistic Approach to Recruiting and Retaining Diverse Associates.”

Pathway to Law Summit, February 2017, University of California Irvine School of Law, Irvine, California. Co-presentation on “Implicit Bias and You.”

California Law Academies Support Council, June 2016, San Francisco, California. Presented on “Stereotype Threat, Growth Mindset and Other Concepts Impacting Students.”

Women and the Law Conference, February 2016, San Diego, California. Presented on “Priming the Pipeline to Law School” with other panelists on “Facilitating Student Diversity.”

Association of American Law Schools (AALS) Midyear Meeting Workshop on Measuring Learning Gains, June 2015, Orlando, Florida. Presented on “Assessing Bar Results.”

Community College League of California Equity Summit, May 2015, Los Angeles, California. Presented on “Reducing the Effects of Stereotype Threat on Student Performance.”

American Bar Association Annual Meeting, August 2014, Boston, Massachusetts. Spoke on the present threats to diversity presented by implicit bias and stereotype threat as part of the Presidential Showcase on “A Turn to Justice: Examining the Dream of *Brown* and the Civil Rights Act.”

California Law Academies Summer Summit, June 2013, San Francisco, California. Presented on “Stereotype Threat & Implicit Bias.”

American Bar Association Annual Meeting, Pipeline Council CLE Showcase Program, August, 2012, Chicago, Illinois. Presented on “How Stereotype Threat Affects Bar Performance” on a panel entitled “Beyond Diversity: How Stereotype Threat and Implicit Bias Contribute to the Status Gap.”

Law School Diversity Professionals Conference, April, 2012, San Diego, California. Co-presenter on “Illuminating the Hype: The Elite Law School Portfolio.”

San Mateo County Counsel and San Mateo District Attorneys' Office, November 2010, San Mateo, California. Presentation on "Strategies for Eliminating Bias in the Legal Profession."

State Bar of California Annual Meeting, September 2010, Monterey, California. Panel on "Elimination of Bias in the Legal Profession as Good Business and a Moral and Ethical Imperative" for the Council on Access & Fairness and "Strategies for Eliminating Bias in the Legal Profession" for the Section on Intellectual Property.

United States District Courts, Southern District of California, District Conference, April 2010, Palm Springs, California. Panel on "Bridging the Generational Divide – Communicating With the Four Generations in Our Workplaces and Jury Boxes."

Pacific Coast Association of Pre-Law Advisors, UCLA, February 2010. Presented on a panel on the "Diversity Pipeline into the Profession."

AALS Annual Meeting, January 2010, New Orleans, Louisiana. Presented on a panel on: "From Canary in the Coal Mine to a Symphony of Support: Cultivating the Collaborative Relationships that Support Our Students" for the Section on Student Services.

American Bar Association's West Coast Regional Hearings on the "State of Diversity in the Legal Profession", March 25, 2009, San Francisco, California. Presentation on "Bar Passage Rates and Diversity."

State Bar of California Section Education Institute, January 2009, Berkeley, California. Presented on a panel on "Strategies for Achieving Diversity in the Legal Profession."

AALS Annual Meeting, January 2009, San Diego, California. Presented on a panel on "Academic Engagement: Creative Options for Teaching Part-Time Students" for the Section on Part-Time Division Programs.

State Bar of California Annual Meeting. October, 2008, Monterey, California. Presented on a panel on "Status Report on Diversity in the Legal Profession" for the Council on Access & Fairness and "Bias, Diversity and Cultural Expectations in the Legal Profession" for the Section on Alternative Dispute Resolution.

Law School Admissions Council (LSAC), 2008 Academic Assistance Training Workshop on Bar Support Programs: Form, Content, & Collaborations, September, 2008, Southwestern Law School, Los Angeles, California. Presentation on "The Future of ABA Standard 301-6: Challenges to Implementation" and "Effective Collaborations within the Institution and With the Local Legal Community."

University of California at Berkeley - Boalt Hall School of Law, April, 2008, Berkeley, California. Presentation on "Demystifying the Bar Exam."

For People of Color, Inc, March, 2008 - 2010, Los Angeles and San Francisco, California. Bar Exam Workshops for minority students.

Los Angeles County Bar Association Diversity Summit, June 2007, Los Angeles, California. Panel on "The State of Diversity in the Legal Profession."

Conference of California Public Utility Counsel, May 2007, San Francisco, California. Guest speaker on "Diversity and Your Regulatory Practice."

Lawyers Club of San Diego, February, 2007, San Diego, California. Presentation on "Bridging the Generational Gap in the Legal Profession."

ABA Co-LAP Conference, October, 2006, San Francisco, California. Presentation on Generation X & Y and substance abuse, "The ABC's of LAP: Helping at Law Schools."

Board of Governors, Washington State Bar Association, September 2006, Seattle Washington. Presentation on generational diversity, "Professionalism & Young Lawyers".

University of Washington School of Law, September 2006, Seattle Washington. Presentation on teaching "Law Students in the 21st Century".

National Association of Bar Executives, August 2006, Honolulu, Hawaii. Presentation on young lawyers and professionalism, "Young Lawyers: Turning the Mirror".

LSAC, 2006 Midwest Regional Academic Assistance Training Workshop, June, 2006, Capital University, Columbus, Ohio. Presentation on improving bar passage rates in law schools entitled "Beyond the Classroom."

The State Bar of California Spring Summit – Diversity Conference, June 2006, San Jose, California. Moderated a plenary session on "How Far Have We Come? Establishing a Diversity Baseline" and a break-out session on "Creating a Critical Mass in Law Schools."

Bay Area Consortium of Externships, March 2006, Boalt Hall Law School, Berkeley, California. Presentation on "Strategies for Working with Law Students of Today."

AALS Annual Meeting, January 2005, San Francisco, California. Presentation on "Communicating with Students: The Double Edge Sword of Technology" for the Section on Student Services.

Symposium, Retaining Legal Talent, Capital University Law School, April, 2000, Columbus, Ohio. Presentation on "Generation X vs. The Baby Boomer Generation."

AALS Annual Meeting, January 1999, New Orleans, Louisiana. Presentation on "Communicating with Generation X" for the Section on Student Services.

LSAC Academic Assistance Training Workshop, June 1997, Pace University, White Plains, New York. Panel on "Empowering Students for the Classroom through Program Design".

AALS Annual Meeting, January 1997, Washington D.C.. Panel on "Inclusive Teaching Methods Across the Curriculum" for the Section on Academic Support Programs.

LSAC Academic Assistance Training Workshop, June 1995, San Diego, California. Panel member on "Can You Create an Effective Academic Support Program Without Stigma or Backlash: How to Avoid Tossing Out the Baby with the Bathwater".

AALS Annual Meeting, January 1995, New Orleans, Louisiana. Presentation on "Contextualized Learning" for the Teaching Methods section panel on "The Culturally Diverse Classroom: Learning New Techniques from Academic Support Programs".

Community Volunteer Activities:

Battered Women's Alternatives - Legal Advocacy Program, Concord, California:

- Member, Legal Advisory Council, 1993-1999.

Center for Community Legal Education, Inc, (Street Law) San Francisco, California:

- Member, Advisory Committee, 1993-2010.

Community Educational Services, San Francisco, California:

- Chairperson, Board of Directors, 1990-1992;
- Member, Board of Directors, 1989-1994.

For People of Color, Inc., Los Angeles, California:

- Member, Board of Directors, 2010 to May 2017.

Northeast Community Federal Credit Union, San Francisco, California:

- Member, Board of Directors, 1984-1989;
- Member, Loan Review Committee, 1985-1990.

Bar Membership:

California Supreme Court, Active status 1980-1994, Inactive status 1994-present;

U.S. District Court, Northern District, 1980-present;

U.S. Court of Appeals, Ninth Circuit, 1980-present.

Education:

Juris Doctor, University of San Francisco School of Law, San Francisco, California 1980.

Bachelor of Arts in Government, Cum Laude, University of San Francisco, San Francisco, California, 1977.