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**DIVERSITY,
EQUITY, &
INCLUSION
REPORT**



law.emory.edu/DEI

Mission & Vision

Vision

Emory Law will continue to be a national and global leader in legal education by welcoming and supporting a diverse law school community, by carrying out pathbreaking and influential scholarship, and by offering exceptional teaching and practical learning opportunities that enable our alumni to become respected professionals and leaders in a rapidly changing world. Together, our community will work to secure a more fair and just society by advancing the rule of law.

Core Values

1. A continuing commitment to excellence that seeks to maximize the potential of students, faculty, and staff.
2. Integrity and professionalism in all that we do both inside and outside the law school.
3. An intellectual community that fosters respect, collegiality, and collaboration in our scholarship, teaching, learning, and service.
4. Inclusivity in the recruitment, retention, and support of students, faculty, and staff to build and sustain a community of diverse backgrounds, traditions, heritages, and perspectives.
5. An engaged, dynamic community that approaches challenges within the changing legal profession and greater society with creativity, transparency, innovation, and a commitment to public service.

Mission

Through scholarship, teaching, service, and immersion in the world and its communities, Emory Law's mission is to, in part:

1. Build and maintain a community based on integrity, mutual respect, and professionalism, and promote a culture of antiracism, diversity, equity, and inclusion for students, faculty, staff, and alumni and
2. Collaborate with other disciplines within the university, alumni, the legal profession, the city of Atlanta, and the wider world to advance the rule of law and the resulting benefits of accountability, individual rights, social justice, thriving markets, economic development, and environmental resiliency.



Demographic Profile
Education (Learning and Teaching)
Research and Knowledge Exchange

Accomplishments & Impacts

CLASS OF 2027 PROFILE

268 **56%**
Enrolled students Female students

LSAT Range
(25th%, median, 75th%)

162 165 167

GPA Range
(25th%, median, 75th%)

3.63 3.81 3.88



Self-Identified Race/Ethnicity

- Caucasian/White, 53%
- Non-US Citizen, 2%
- Hispanic/Latino, 6%
- Asian, 20%
- Black/African American, 6%
- Unknown, 12%
- Multiracial, 1%

Top Undergraduate Schools

University of Georgia.....	22
University of Florida.....	16
Georgia Institute of Technology....	9
University of Michigan.....	9
University of Texas at Austin.....	7
Florida State University.....	6
New York University.....	6

Data as of August 26, 2024; totals may be greater or less than 100% due to rounding

STUDENT BODY PROFILE

759
Enrolled students

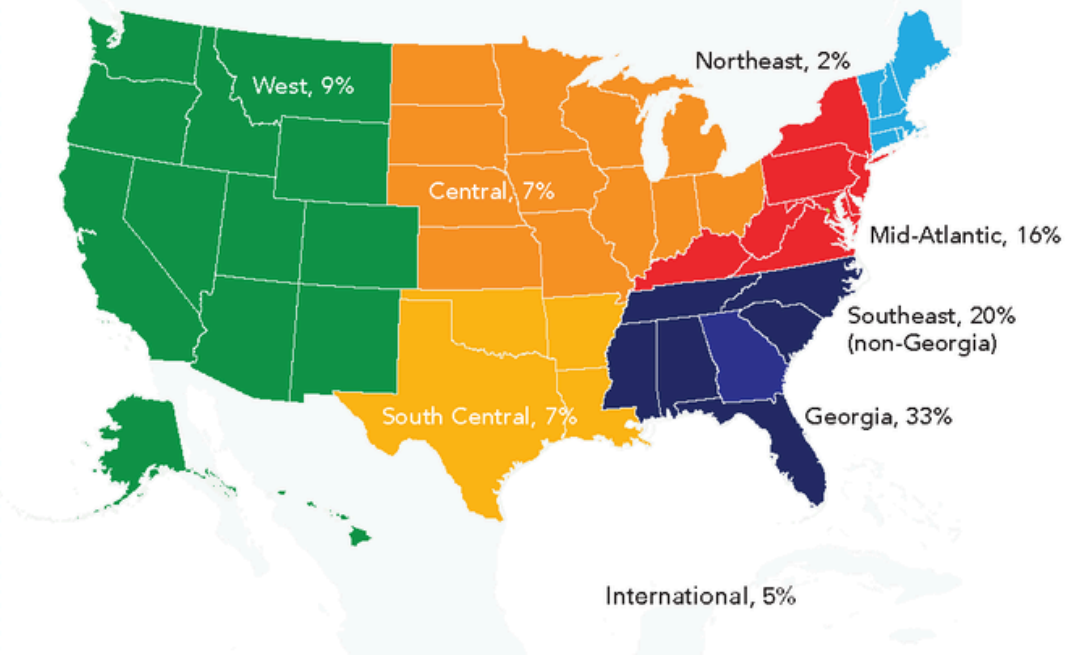
58%
Female students



Self-Identified Race/Ethnicity

- Caucasian/White, 50%
- Non-US Citizen, 7%
- Hispanic/Latino, 7%
- Asian, 16%
- Black/African American, 10%
- Unknown, 7%
- Multiracial, 3%

Regions Represented



FACULTY

62
Full-time faculty

7:1
Student-to-faculty ratio

Female: 52%
Underrepresented: 24%

Life on Campus

Emory Law has over 60 student organizations, including practice-oriented societies, cultural and religious organizations, and groups focused on advocacy. Students have the opportunity for membership in Moot Court Society, Mock Trial Society, *Emory Law Journal*, *Emory Bankruptcy Developments Journal*, *Emory International Law Review*, *Emory Corporate Governance and Accountability Review*, and *Journal of Law and Religion* through a competitive process.

257 TOTAL GRADUATES, CLASS OF 2023

Employment status reported: 257



CLASS OF 2023 GRADUATES EMPLOYED

(249 of 257 who reported their status, as reported to the ABA)

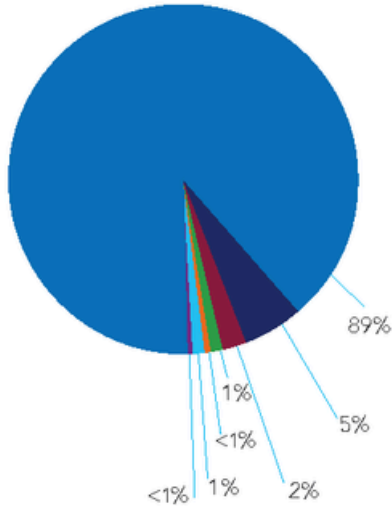
249 TOTAL NUMBER OF EMPLOYED GRADS

(25 states plus DC as shown in dark blue, below)

CLASS OF 2023 EMPLOYMENT STATUS PROFILE, AS REPORTED TO THE AMERICAN BAR ASSOCIATION (ABA)

• Full-time, bar passage required	229
• Full-time, JD advantage	14
• Other employment	6
• Pursuing advanced degree	3
• Start date after March 15, 2024	1
• Seeking employment	3
• Not seeking employment	1
• Employment status unknown	0

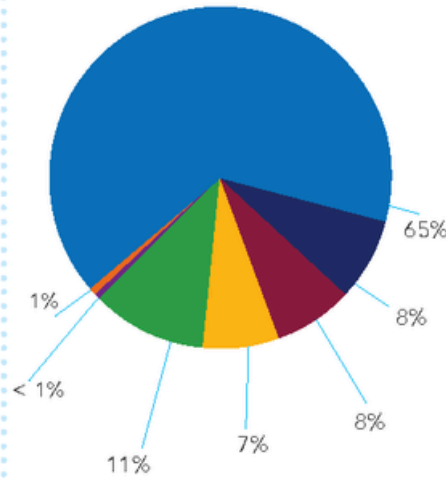
Total number of graduates 257



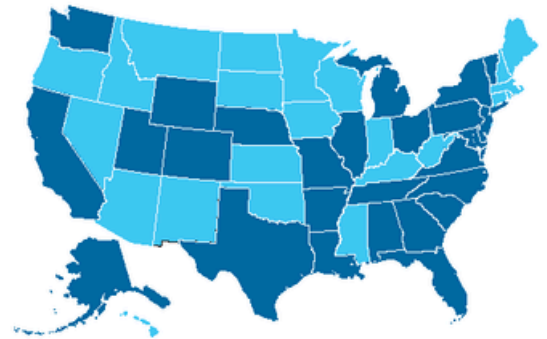
CLASS OF 2023 EMPLOYMENT BY TYPE, AS REPORTED TO THE ABA

• Law firm	163
• Government	19
• Business or Industry	19
• Public Interest	18
• Judicial Clerkships	27
• Education	1
• Employer type unknown	2

Total employed 249

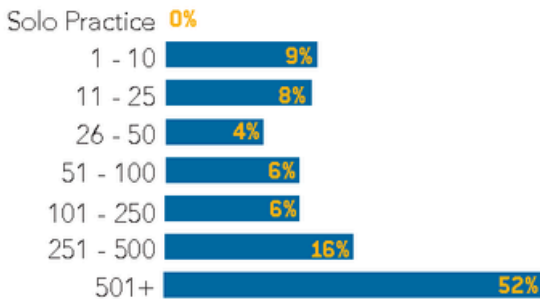


CLASS OF 2023 EMPLOYMENT BY LOCATION, AS REPORTED TO THE ABA



Alabama	1	Nebraska	1
Alaska	1	New Jersey	4
Arkansas	1	New York	36
California	15	North Carolina	8
Colorado	5	Ohio	1
Delaware	4	Pennsylvania	4
District of Columbia	7	South Carolina	1
Florida	11	Tennessee	3
Georgia	111	Texas	10
Illinois	5	Utah	1
Louisiana	3	Vermont	1
Maryland	3	Virginia	7
Michigan	1	Wyoming	1
Missouri	2	Non-US	1

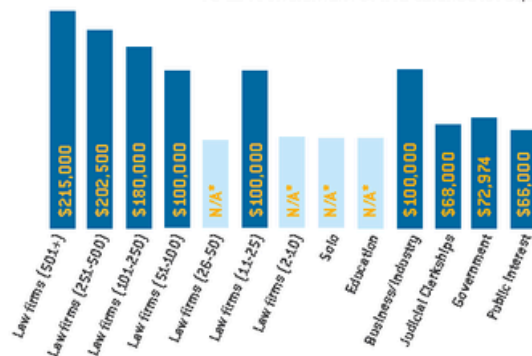
THE 163 GRADUATES IN PRIVATE PRACTICE REPORTED EMPLOYMENT IN FIRMS OF THE FOLLOWING SIZES TO THE ABA:



CLASS OF 2023 MEDIAN SALARY INFORMATION, AS REPORTED TO THE NATIONAL ASSOCIATION FOR LAW PLACEMENT (NALP)

Of the 249 graduates employed, 198 (or 80%) reported salary information.

*NALP: A minimum of five salaries is required for each salary analysis.



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CLASS OF 2023 GRADUATES EMPLOYED

(249 of 257 who reported their status, as reported to the ABA)

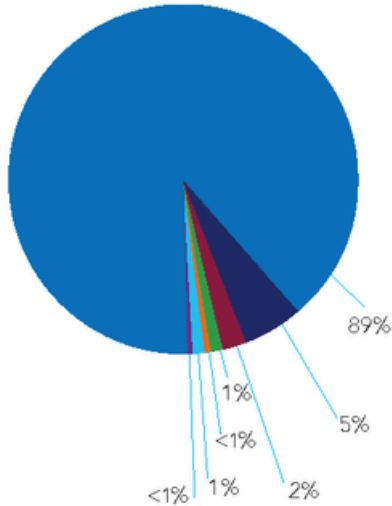
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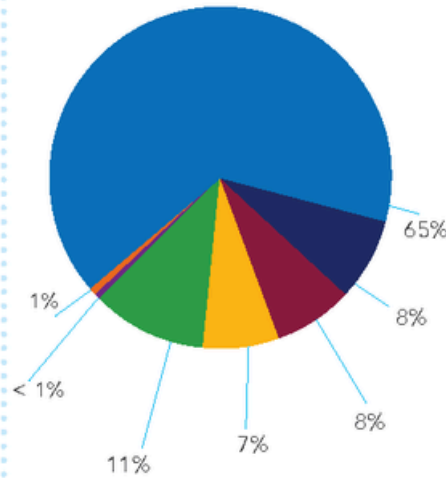
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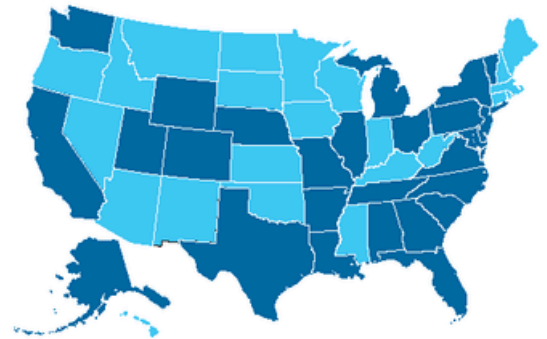
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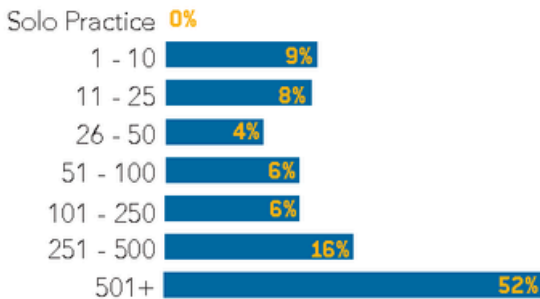


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Colorado	5	Ohio	1
Delaware	4	Pennsylvania	4
District of Columbia	7	South Carolina	1
Florida	11	Tennessee	3
Georgia	111	Texas	10
Illinois	5	Utah	1
Louisiana	3	Vermont	1
Maryland	3	Virginia	7
Michigan	1	Wyoming	1
Missouri	2	Non-US	1

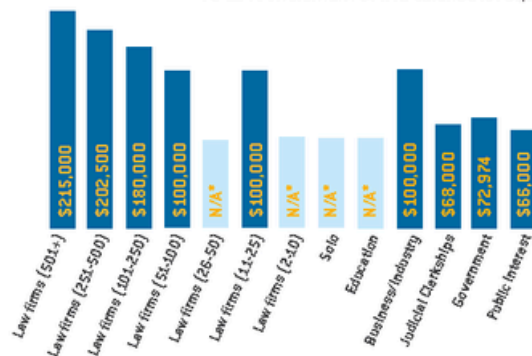
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Education (Learning and Teaching)



Bridging the LSAT Gap for Underrepresented Students

Grant Overview

The Law School Admission Council (LSAC) awarded a \$9,000 grant to support a program aimed at reducing the LSAT score gap and increasing law school admission rates for Black and Latinx students. The program involved creating an LSAT prep course and providing study materials to underrepresented students who might not otherwise have access to these resources.

Program Details

- Target Audience: Juniors and seniors attending historically Black colleges and universities (HBCUs), predominantly Latinx-serving institutions (PLSIs), and public, predominantly Black-serving institutions (PBCSIs).
- Program Structure: Two cohorts were conducted over different time periods (9/9-10/23 and 7/15-8/29). Workshops were held twice a week on Zoom.
- Cost: Participants were charged a nominal fee of \$200-\$250, significantly lower than the typical cost of LSAT tutoring or prep courses.
- Geographic Reach: The online delivery format allowed students from any location to participate.

Program Goals

- The program aligned with the following DEI goals:
- Introducing the legal profession to U.S. secondary students from underrepresented identities.
- Increasing the law school admission rate of racially minoritized applicants.
- Reducing the LSAT score gap.

Impact and Metrics

While specific attendance and test results data were not available at the time of the summary, the program is expected to have a positive impact on the LSAT scores and law school admission rates of participating students. The low cost of the program made it more accessible to students who might not otherwise have been able to afford LSAT preparation.

Conclusion

The grant-funded LSAT prep course represents a significant step towards addressing the inequities faced by Black and Latinx students in the law school admissions process. By providing affordable access to LSAT preparation resources, the program aims to empower underrepresented students and increase their chances of success in law school.



1L DEI Training

The American Bar Association is clear in its objectives related to equity-mindedness. ABA leadership has confirmed that: “As the largest voluntary professional association of lawyers in the world, the American Bar Association (ABA or Association) recognizes its duty to effectively represent the legal profession and serve the interests of justice.” As part of that duty, the ABA standards document includes Rule 303(c), which affirms that to cultivate a profound sense of professional identity, law students must embark on a transformative journey of self-discovery and reflection throughout their legal education. This exploration should span a diverse range of academic, extracurricular, and professional experiences. Moreover, to foster a just and equitable legal profession, law schools are entrusted with the vital mission of equipping future lawyers with the knowledge and empathy to challenge bias, embrace diversity, and champion equality.

This year, the law school fulfilled this training using internal expertise. More than 260 students experienced this training on Friday, August 16, 2024, including a reiteration of the importance of belonging initiatives as part of professional behavior by Richard D. Freer, dean and Charles Howard Candler Professor of Law. John Acevedo, associate dean of students and academic programs, gave a presentation on real-life applications of diversity, equity, and inclusion training and outlined why the ABA has implemented these rules. A. Kenyatta Greer, director of inclusion and community, shared definitions of important terms and how students make decisions about belonging every day. She also highlighted to students the importance of using their words appropriately.

Lisa Loveall, director of Open Expression Programs highlighted Open Expression resources and reasons, noting differences of thought and belief as an element of diversity. Rabbi Jordan Braunig from the Emory Office of Spiritual and Religious Life spoke about the varied resources available to students representing a myriad of faiths, including ones that are undefined. Finally, Shiju Kadree 030x 05C 09L 09PH, senior director of DEI and workforce initiatives at Micron Technology, Alumni Board member, and Emory 40 under 40 honoree spoke to students (and answered questions from the audience) about the value of inclusivity in practice and profession.



Faculty Required Training

Every faculty member is required to participate annually in continuing education on issues of diversity, race, and inclusion in law teaching. The expectation is that faculty members will satisfy this requirement by participating in the annual trainings organized by the law school administration and approved by the elected faculty representatives on the Faculty Advisory Committee. Other arrangements for fulfilling this continuing education requirement must be approved in advance by the dean of the law school.

Current Staff Training

Like in all units, part of Emory Law staff performance management is DEI knowledge/training/awareness. In the 2023-2024 academic year, our internal Human Resources department provided links to free training in Brainer that would allow each staff member to fulfill their training requirement and others that might be of general interest in the realm of belonging. Our Council on Belonging (see section to follow) is seeking additional opportunities for in-person training.

Report of DEI Components to Pedagogy

There is a question in the Emory Law faculty annual report that asks: "Please describe your activities related to diversity, equity, inclusion, or antiracism in the areas of teaching, research and scholarship, and/or service." This gives each faculty member an opportunity to demonstrate their commitment to the mission of the law school surrounding inclusive teaching. These annual reports are part of the record shared with administration.

Research and Knowledge Exchange



Center for Civil Rights and Social Justice Programming Highlights

The Center for Civil Rights and Social Justice (CCRSJ) at Emory University School of Law channels the energy of late civil rights icon and Atlanta long-standing Congressman John Lewis 14H, honoring his legacy through work that keeps his spirit alive. CCRSJ supports research, policy design, educational opportunities, and community outreach at the local, state, national, and global level.

Areas of General and Specialized Inquiry

CCRSJ broadly defines the scope of civil rights and social justice to include a range of group-based social inequities, such as race, gender, poverty, sexuality, gender identity, disability and combinations of these concerns. Although CCRSJ addresses a wide range of policy matters, five areas of specialized focus include:

- Democracy and Political Participation
- Criminal Law and Enforcement
- Health Disparities and Social Determinants of Health
- Pre-K-Higher Education Access and Equity
- Environmental Justice

Center Activities

A diverse group of scholars and staff members plan and execute CCRSJ activities, including Professor Darren Lenard Hutchinson (faculty director); a program coordinator and other staff; and roster of talented and esteemed faculty affiliates, student research assistants, postdoctoral researchers, and community partners. Innovative by design, CCRSJ combines cutting-edge academic research with activities designed to make a tangible and positive impact on society.

Center for the Study of Law and Religion Programming Highlights

On September 19, 2023, the Center for the Study of Law and Religion hosted a panel discussion of Emory Law faculty member Deepa Das Acevedo's forthcoming book, *The Battle for Sabarimala: Religion, Law and Gender in Contemporary India* (Oxford University Press). In addition to Deepa, panelists included Harshita Kamath (Middle Eastern and South Asian Studies), Sameena Mulla (Women, Gender, and Sexuality Studies), and Don Seeman (Religion). Dean Bobinski provided opening remarks.

On 2023, the Center for the Study of Law and Religion hosted a small group of leading scholars for "Law, Christianity, and Racial Justice: Shaping the Future." The symposium roundtable discussion featured an address by Rev. Dr. Bernice King 90L, a response from Dr. Cornel West (joining via Zoom), and a Q&A session from the audience of invited guests. This symposium project was led by two of the center's McDonald Distinguished Fellows, Professor Terri Montague (Emory Law, Center for the Study of Law and Religion) and Professor Brandon Paradise (Rutgers Law) and made possible by the generous support of the McDonald Agape Foundation.

Montague dedicated the symposium to social and racial change, highlighting the importance of cross-disciplinary studies — the intersections of law, religion, and sociology, among other fields — as necessary for social change. The goal of this symposium, in part, was to bring together both Dr. King, Dr. West, the symposium scholars, and guests for a discussion that promotes racial justice and cross-disciplinary collaboration.

Turner Center Work Toward Environmental Justice and Diversity



In September 2023, the Turner Environmental Law Clinic and co-authors released [the Environmental Justice Green Book](#) (EJGB), a website that Director Mindy Goldstein says is a unique toolkit for communities to fight coal-fired plants, factories, landfills, trash transfer stations, biowaste facilities, and transportation hubs that are still often sited in non-white communities. The title was inspired by Victor Hugo Green's Green Book, from the Civil Rights era. [Read more.](#)

Emory Law's [Environmental and Natural Resources Law program](#) received a gift from the Kazmarek Mowrey Cloud Laseter LLP law firm (KMCL) to establish a new diversity, equity, and inclusion initiative to promote broader diversity in the practice of environmental law. The initiative at Emory provides annual scholarships and summer stipends to students who will bring diversity to the environmental bar. The program provides these students with opportunities to engage with prominent environmental attorneys, community and business leaders, government officials, and scholars through conferences, workshops, or other formal and informal convenings. The first cohort was awarded scholarships in the summer of 2023.

Media Relations Highlights

Our media team has broadcast the strength of our faculty to the public through successful pitching and placements in both local and national media. These quotes and appearances demonstrate both their diverse backgrounds and the range of their disciplines—from criminal proceedings to tax law. Our female professors have been quoted on artificial intelligence, bankruptcy, child welfare, environmental law, intellectual property, judicial behavior, patent law, Supreme Court analysis, and the law of war. We have highlighted our male professors' (including two former US Supreme Court clerks) expertise in constitutional law, appellate procedure, and elections.

Our regular cadence of external digital communications for peer law schools underscores our faculty's reputation as experts and often-cited scholars (currently No. 18 among the nation's top-tier law schools). Scholarship emails include links to articles, so professors at peer schools can quickly access published work that falls within their own discipline.

We actively pitch our faculty scholars to local and national media and take care to create diversity in our pitches where possible. Because media pitching is topical, there are faculty with expertise in specific areas of the law that are more in demand at any given time. In the 2023-2024 academic year, we had 247 placements among 9 faculty who identify as men. We had 118 placements among 14 faculty who identify as women.



Student Letters
Sober Law Student Association
Non-traditional Law Students Association
Council on Belonging

Climate & Culture

Student Letters

Emory Law is experiencing a culture shift that affects programming and support. This includes a recent reduction of force that eliminated the existing student life structure. While these positions are being filled, they were first refined to meet the changing priorities of the administration, primarily moving the students to a model focused on professional development, centralized wellness support, student responsibility for financial processes, and belonging.

These changes were made in the summer leading to the start of Richard D. Freer's term as dean. Because of this timing, there was a communication gap during which the administration was not fully aware of pressing student life concerns the students have and the students were not aware of the administration's reasoning for the reduction in force or the plans for refilling or redefining the positions that supported them so greatly in years past.

Senior administration received two letters at the start of this academic year, one from the Black Law Students Association and another from a group of 34 student leaders. In his responses to each, Dean Freer outlined the answers to many questions and provided insight on his plan to aggregate student input in the hiring process for the next student life support employee.

Sober Law Students Association

A group of law students are seeking to charter the Sober Law Students Association to address the fact that 1 in 3 lawyers under 30 has an alcohol abuse disorder. They note the ubiquity of alcohol in the legal professional culture and the pervasiveness of alcohol at law school events. The Student Bar Association has enacted means to address this, such as drink tickets, a separate area for alcoholic v. non-alcoholic drinks at events, equally attractive non-alcoholic beverages (EANABs), and two sober recess events per semester.

Non-traditional Law Students Association

Another group of law students has begun the Non-traditional Law Students Association for students who are older than their academic peers, parents, or who have other distinguishing factors.



Council on Belonging

This year, we reconstituted the DEI Committee as the Council on Belonging, with belonging being the outcome of our work in diversity, equity, and inclusion. The council consists of students, faculty, and staff. We meet once a month and instituted rules of engagement including no interrupting and confidentiality except for reporting materials upon which we agree. Our tactics will or do include:

- Developing a comprehensive diversity and inclusion plan with measurable goals, which will align with the university's efforts. Coordinate Title VI efforts with the university.
- Encouraging a culture that embraces diversity, equity, and inclusion through training and initiatives.
- Promoting respectful dialogue and inclusive practices. Provide data-driven recommendations to leadership for policies and practices promoting community.
- Publishing an annual public report outlining progress on the law school's community-focused efforts regarding faculty, staff, and students and assessing outcomes of programs and initiatives.
- Curating and promoting a comprehensive resource hub for students, faculty, and staff, providing training opportunities and ongoing support of diversity, equity, and inclusion.

The director of inclusion and community has met with leaders of some of the affinity groups and will meet with all before the semester is complete.

While the council regularly supports and amplifies programming of groups that resonates with our goals, upcoming programming through the Council includes a screening of Mississippi Turning and a discussion with the producer February 5, 2025, and the annual MLK Lecture on January 15, 2025.



We are exploring methods for holding Emory Law accountable to meeting its goals around diversity, equity, inclusion, and equity-mindedness. This report is an important first step in that regard.

Like in all units within the university, there are diversity, equity, and inclusion requirements as part of performance evaluations this year. This is one way that we measure participation in, and commitment to, our published goals.

The Council on Belonging has updated their webpage to include a link to admission demographic information and to this report upon its publishing. With this level of transparency, the Council hopes to create benchmarks against which our community members can mark growth and development year over year.

Dean Rich Freer is instituting focus groups Fall 2024 semester that will aggregate feedback from students, but we still require methods for transparency and accountability to the larger community.



Pillar One: Faculty Eminence

Pillar Two: Academic Community of Choice

Pillar Three: Innovation through Scholarship and Creative Expression

Pillar Four: Thriving Health Care, Inventing Cures

Pillar Five: Commitment to Our People

Pillar Six: Emory + Atlanta: Rich History, Shared Future

Connection to One Emory



Pillar One: Faculty Eminence

Emory University School of Law submits information to the university every year about our faculty hiring to make sure we're following best practices with regards to expanding diversity. For example, we target job postings to reach diverse candidates by advertising in: Official AALS job posting for all people on the legal job market, [PrawfsBlawg](#), [Faculty Lounge](#), [Business Law Prof Blog](#), [Contracts Prof Blog](#), and [TaxProfBlog](#) (tax only). We also target private listservs for members only, including AALS-Minority Groups listserv, AALS-Women in Legal Education, AALS-Sexual Orientation and Gender Identity Issues, [Langston Scholars](#) listserv for African-American male law professor candidates, [Emerging Scholars listserv](#) for candidates from backgrounds underrepresented in legal profession, and [Lutie A. Lytle listserv](#) for Black women law faculty

In addition, the university gives the law school target populations in which our percentage of faculty members is below our peers. For example, in 2022-2023, the university advised that the law school's percentage of Latinx, Asian, and Native American faculty were below our peers. With regard to our curricular needs and diversity priorities, and after vetting an impressive talent pool, the law school hired two Asian faculty members, two Hispanic faculty, two Black faculty, and four white faculty. We also hired two faculty who self-identify as members of the LGBTQ community.

All tenure-stream faculty and contract faculty who have a presumption of renewal (5-year contract) receive a Professional Development Fund through the school to pursue activities they feel are appropriate for their growth. The school funds research assistants for the tenure-stream faculty to aid in scholarship at the discretion of faculty. Faculty regularly impose learning and development requirements through open faculty votes with learning on subjects intended to aid in student flourishing. Additional optional learning opportunities include applying for grants and use of technology in the classroom. This year, faculty implemented Faculty Discussions outside of formal faculty meetings for interested faculty members to learn more about trending topics in legal education and the legal academy.

When possible, the school directly funds summer research of a number of tenure-stream faculty members. Though the amount of funding provided to each faculty member has varied, the school has funded at least four scholars per year outside of contractual obligations to do so.

In the last five years, Emory Law began offering longer-term appointments for adjunct faculty in key areas to cover for shifts in our full-time faculty due to a retirement incentive plan and aggressive hiring of tenure-stream (both lateral and tenure-track) positions. The school learned that these opportunities provided greater access to the academy for persons seeking a change from legal practice.

The school has formed a committee to explore the potential of implementing a Visiting Assistant Professor program to aid in the development of legal scholars through mentorship in their scholarship and in the classroom.

When possible and appropriate, the school offers qualified post-doctoral fellows participating in legal research the opportunity to teach courses that may be beneficial to seeking employment as a contract faculty member, visiting professor of practice, or visiting assistant professor.

Pillar Two: Academic Community of Choice

Student success at a law school is largely defined by career outcomes in a position that requires the bar license. In that respect, the student success is two-fold: 1) Securing the appropriate position for someone who has earned a law degree and 2) successfully completing the bar exam. The Career Center offers tailored one-on-one advising to guide a student in achieving these goals. In addition, the Career Center team builds robust partnerships with employers to recruit and hire our students. Barriers to successful outcomes include GPA requirements in core classes by students and other factors that limit a student's competitiveness in the legal marketplace. However, to overcome the obstacle, the Career Center focus on broadening our employer base to less competitive employers. In addition, the center staff provide one-on-one academic advising to students on how to improve their academic performance.

The ability for lawyers to communicate with a diverse group of clients, employers, and other members of the bar is an essential skill. The law school encourages students to engage in a wide variety of extra-curricular, affinity, and practice focused student organizations. The primary obstacles facing students are time management and professionalism. The student services office is currently hiring a position to further professionalism and student well-being including time management. In addition, we are encouraging greater faculty engagement with student organizations to mentor and model professionalism in the students.

Pillar Three: Innovation through Scholarship and Creative Expression

This fall, for the first time, the entire law school AI faculty are in residence. They, with our TI:GER® Program director Nicole Morris, will form an ad hoc committee led by Matt Sag. They are to study and recommend initiatives in the AI/tech space to position Emory Law uniquely and enhance student education.

The AI.Humanity initiative is directly related to the law school's goal of preparing students for practice in a rapidly changing legal profession and to our ambition to produce scholarship that addresses the role of law in meeting society's greatest challenges. The law school aims to gain national recognition in important and emerging issues at the intersection of AI and law. To fulfill this goal, Emory University School of Law aims to establish a faculty with significant depth and breadth relating to law and AI. This means covering (1) the key legal and policy issues in law and AI and (2) being at the cutting edge of the use of AI tools in legal analysis.

Pillar Four: Thriving Health Care, Inventing Cures

Emory Law has a nationally recognized health care law program, ranked #21 in the 2024-25 *US News and World Report* Health Law Speciality Rankings. The program benefits from our proximity to Emory's Woodruff Health Sciences Center, which includes Emory Healthcare, and the Centers for Disease Control and Prevention. Our connections provide a forum for students and scholars to address global health law and policy issues; educational and training programs; and hands-on student practicum experiences. Faculty produce scholarship in a wide range of health law fields, including access to healthcare, public health law, disability law, biotechnology, pharmaceutical pricing, and the regulation of healthcare professionals. Below is a truncated list of faculty who have specific scholarship with a health-law focus and their recent scholarship.

- Margo Bagley, [International treaty connects intellectual property with the genetic resources and traditional knowledge of Indigenous peoples.](#)
- Matt Lawrence, [Attorneys for parents say publishers are addicting users and causing health issues like ADHD and depression](#)
- Jessica Roberts, [Innovating Accessible Health Care](#)

Pillar Five: Commitment to Our People

Emory Law is open and honest with job candidates to the school sharing that their professional career growth may be outside of the school but that the school is prepared to assist them in that growth through learning and organizational development opportunities as well as the ability to take additional responsibilities that provide experience required for positional growth.

For existing staff, Emory Law leverages opportunities for organized development through the university with at least one administrative professional (administrative assistant or program coordinator) participating in the [Administrative Professionals Program](#) offered by the university each year since 2019. Three employees have completed the [Change Academy](#), and one employee in the [Emerging Leaders](#) program is now a finalist for a director-level position within the university. Aside from open opportunities within the [Learning Management System](#) available to all staff with particular courses highlighted by managers, most departments have a specific training budget to allow their professional staff to attend conferences annually or semi-annually. While career growth may not occur specifically at Emory Law, we strive to offer opportunities that will allow for growth within Emory University.

Career advising has been ad hoc with employees working with a mentor of their choosing, seeking advice from colleagues, or requesting a meeting with unit human resources to learn more about career growth. Emory Law will pilot a program this academic year to leverage the career progression and planning resources available through the talent management system to offer a more comprehensive (opt-out) model to all staff so that staff are automatically involved in career planning.

Pillar Six: Emory + Atlanta: Rich History, Shared Future

Supplier Initiatives

The law school hosts an annual MLK Weekend at Emory Law for high-achieving prospective students from marginalized communities across the nation. It is a priority to employ Black-owned vendors during this recruitment weekend. We hired two caterers and a gift curator for the 2024 event, demonstrating our investment in Georgia's Black local and state communities.

Internships

Emory Law began participating in the [Emory University Summer Internship Program](#) in 2022 with the hiring of a part-time summer intern for the communication department. The communication department worked diligently with the intern to provide work that was challenging and growth-oriented. Each year since, the communication department has hired a part-time intern to work on a specific project to grow their skills while completing work of importance to the school. In the summers of 2023 and 2024, the school hired a second part-time intern to assist with the planning and running of orientation, choosing students with an interest in legal education who had leadership experience but may have been lacking practical experience. These interns were highly involved with the minutia of planning and provided guidance on potential expectations for traditional (K-16) students attending orientation.

Staff Lifecycle

Aside from promoting Employee Resource Groups through the university and active participation in the Healthy Emory program, Emory Law implemented a committee of employees to solicit feedback on a variety of topics impacting employees, plan recognition and engagement events, and generally advocate for staff members. The committee is a volunteer committee with participants elected (or appointed if the number of interested employees is below a set threshold) and provided with work release for their participation and leadership. Opportunities for engagement in the academic community abound with open invitations to events through the centers affiliated with the school.



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