

RODNEY O. FONG

UIC School of Law
300 S. State Street
Chicago, IL 60604

312-427-2737. Ext. 312
rfong@uic.edu

Employment:

Associate Dean for Academic Achievement, Program Assessment, and Bar Preparation Programs, University of Illinois Chicago School of Law, formerly known as The 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 departments of the law school and university to promote an inclusive learning environment and a holistic approach to student learning.
- Reorganized academic support services and increased bar passage success. Introduced non-cognitive mindsets and neuroscience based learning strategies into the curriculum.

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

- Directed the Office of Legal Services to promote access to justice statewide by overseeing the funding, coordination, and technical assistance for legal services providers and support centers, train pro bono attorneys, and foster diversity and inclusion in the legal profession. The Office staffed the California Commission on Access to Justice.

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

- Assessed institutional and programmatic needs of law schools 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 analyze and diagnose the decline in bar results and developed strategies to address 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.

- Directed 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.

Educational Volunteer Activities:

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

- Chair, 2000; Secretary, 1998.

Law School Admissions Council (LSAC).

- Assessment Committee, 2019–present;
- Promoting Student Success Conference Working Group, 2018;
- Board of Trustees, 2016-May 2017;
- Diversity Committee, 2014-2016;
- Diversity Retention Conference Planning Committee, Chair, 2014-2015;
- Academic Assistance Training Workshop 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 regional accreditation teams assigned to California accredited and ABA law schools.
 - 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, Advisory Commission on Public Education.

- Member, 2021-present.

American Bar Association, Council on Diversity in the Educational Pipeline.

- Member, 2018-2021, Member, 2014-2016.
- 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.

California Law Pathways, Sacramento, California.

- Member, Board of Directors, 2021 to present.
- Chair of Conference Planning Working Group, Annual Summit (virtual), February 18-19, 2022.

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

- Member, Board of Directors, 2010 to May 2017, 2019 to present.

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

State Bar of California Access & Fairness Leadership Academy.

- Consultant & Trainer 2005-2008.

State Bar of California Diversity Pipeline Task Force.

- Member, 2005-2006.

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.

Northeast Community Federal Credit Union, San Francisco, California.

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

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:

Study of High Performance Brain Training for Law Students in collaboration with the University of Texas at Dallas Center for BrainHealth, research sponsored by a grant from AccessLex, December 2020.

LSSSE Annual Survey Results 2018, Released February 2020, Authored the Foreword.

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

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

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.

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

Partial List of Presentations:

For People of Color, Inc, July 6, 2023, virtual, “Go Tell It to the Mountain”, commentary of the recent U.S. Supreme Court decision involving college admissions.

For People of Color, Inc, April 22, 2023, virtual, Preparing for the Bar Exam Workshop.

AccessLex Symposium, November 2021, virtual. Presented a summary of the research conducted on “High-Performance Brain Training for Law Students” during a panel on “Success of Whole Lawyers-To-Be.”

ABA Council of Diversity in the Educational Pipeline, July 2021, virtual. Moderated panel on “Re-imagining the Pathway Through Post-Secondary Education.”

LSAC Law School Unmasked, June 2021, virtual. Participated on a panel discussion on preparing law students to learn how to think critically.

California Law Pathways Law Day “Advancing the Rule of Law”, May 2021, virtual. Participated in a discussion on preparing for the California bar exam.

Conference for Associate Deans, June 2020, virtual. Presented a webinar on “Utilizing Outcomes Assessments to Improve Bar Results” on a panel on “Outcomes Assessments.”

ABA & LSAC, May 2020, virtual. Presented a webinar on “Successful Online Learning” with other panelists on the program: “COVID-19 and the Path to the Profession: Is a Legal Career Still the Right Choice? Opportunities for Diverse Lawyers and Why Diversity Matters.”

AALS Annual Meeting, January 2020, Washington DC. Presented on a panel on the “Law School Admission Council Program: The Next Generation of Assessment: Non-Cognitive, Diagnostic, and Formative Assessment for Law School Success.”

AccessLex Symposium, November 2018, Scottsdale, Arizona. Presented on “Changing Student Perceptions on Psychological Barriers” with other panelists on “Beyond Cognition: Understanding Psychological and Social Influences on Law Student Success.”

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.”

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.”

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.

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.

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

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.”

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

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

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.”

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.

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”.

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.