

## **Professional Identity Formation Program Description:**

Loyola Law is dedicated to developing the next generation of lawyers that are social and racial justice leaders in their chosen field of work and influence. In 2018, the law school piloted the Professional Identity Formation (PIF) course. PIF is a mandatory five-week course offered in the fall semester of the 1L year.

The PIF course seeks to actualize the mission of the law school by advancing the Jesuit tradition of social justice and preparing students to be accomplished and ethical leaders in the legal profession and the larger community. In 2020, the School of Law revised its mission to prioritize its commitment to addressing issues of systemic racism and other forms of oppression. The PIF course curriculum is revised each fall to maintain alignment with the school's mission objectives.

PIF provides students with an intentional space to engage in introspection into their own identities, values, upbringing, and other formative influences and how those shape their perspective of themselves, of those who do not share their identities, and the world. Students begin to connect the dots between how their identities and experiences affect how they will present as members of the legal profession. Faculty and upper-class student facilitators guide 1L students by raising their awareness and understanding of their own biases, power, and privilege as well as the historical context and settings of the rule of law in this country and the disparate outcomes and inequities legal systems have perpetuated and protected. The course also seeks to deepen students' understanding of concepts such as diversity, equity, inclusion, and anti-racism and racial justice. Students are encouraged to engage in respectful and restorative dialogue surrounding vulnerable issues related to intersectionality, systems, and oppression.

PIF is a highly structured and coordinated program involving full-time faculty, a core group of adjunct faculty, upper-class student facilitators, outside experts and consultants and administrators. The typical entering 1L class consists of 265 students distributed over three full-time sections and one part-time section in the Weekend JD program. The leadership team for the program consists of the Director, the Associate, and a lead student facilitator. The Associate Dean of Academic Affairs, the Associate Dean of Mission Innovation and the Assistant Dean of Inclusion, Diversity, and Equity serve in an advisory capacity to the PIF leadership team. The leadership team reports to the Dean of the School of Law or their designee.

Position Title: **ADJUNCT PROFESSOR, Professional Identity Formation Program**

The position is classified as a part-time faculty position for a specified term. The Adjunct Professor position is a part-time, short-term, JD- required position without benefits.

Adjunct professors will likely work an average of 5 to 7 hours per week for the duration of the course (LAW 424). Each adjunct professor will be paired with one other adjunct professor and 1 to 2 student facilitators. Student facilitators are 2L and 3L law students who will be part of the teaching team. Teaching contracts for the course will be issued by the university and adjunct professors will be provided \$1,500 compensation.

The scope of work of the **Adjunct Professor** includes, but is not limited to:

- Attend and facilitate all five(5) PIF classes.
- Attend a 2-day mandatory training scheduled for Saturday, August 6th and Sunday, August 7th from 9am-4pm. Prior to the training, all faculty and student facilitators must complete the following:
  1. Review course handbook (includes all lesson plans and supplemental materials). The handbook will be provided six weeks prior to training.
  2. Read the 1L Book. The book selection will be integrated into the course curriculum.
- Attend weekly planning meetings with adjunct faculty. All teaching teams must meet before each class to review the lesson plan, divide up tasks and address any other issues. Teaching teams are responsible for selecting a weekly meeting time and must provide the meeting date, time and zoom link to their assigned Lead Faculty member.
- Attend weekly post-class debrief session. Debrief session will be held either in-person immediately following class or via zoom at a time selected by your Lead Faculty member.
- Read student reflections and provide feedback via Sakai, Loyola's learning management system utilized in law school courses.
- Participate in a post-course de-brief with the Director and Assistant Director of PIF.

Additionally, all adjunct faculty are considered employees of Loyola university Chicago and must comply with following:

- COVID-19 Policy  
Loyola University Chicago is committed to creating and supporting a healthy and safe campus experience for everyone. Given the medical efficacy of the COVID-19 vaccines, and in response to current pandemic related events, vaccination or the approval of a qualified exemption is required for full-time and part-time Faculty and Staff.
- Online Trainings  
If you are selected to teach in the PIF 2022 course, you will be considered an adjunct faculty member and thus an employee of the university. All faculty (including adjunct faculty) and staff are required to complete 4 online trainings. Faculty and staff are required to complete the training to remain in good standing with the University, and the State of Illinois now requires that Loyola employees complete certain trainings. If trainings remain incomplete network access will be disabled for those LUC accounts. Incomplete compliance reports will be shared with the Offices of both the President and the Provost for further follow-up. You will receive email notifications when the trainings are available and instructions on how to access the trainings. (Please note: you may receive emails notifications regarding trainings after the PIF course ends.)

To apply, please complete the online application by 5pm on Tuesday, May 31. You can access the application by clicking [here](#). Please note that applications will be considered on a rolling basis. If you have any questions, please contact Kimberly Mills, Director of Loyola's PIF program at [kmills2@luc.edu](mailto:kmills2@luc.edu).