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**1968-2018**



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of the  
**Rutgers Minority Student Program**

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Dear Alumni, Students, Faculty and Staff:

By participating today, you further the pioneering history of Rutgers Law School's Minority Student Program. Our daytime colloquium introduces you to today's MSP students, reflects on the Program's first 50 years through the experiences of past MSP deans, explores our faculty's current engagement in issues of social justice and suggests some avenues for the Program's future. Our evening banquet embellishes these themes in a reflective and celebratory setting.

It is rightful that we apply the adjective "historic" to MSP. Our alumni have been members of Congress, judges, cabinet officials at both the federal and state level, leaders of nationwide civil rights, civil liberties and social justice organizations, senior leaders in institutions of higher education and members of the practicing bar who in their daily lives promote the lessons of equality, opportunity and social justice that MSP inculcated in each of us. MSP still makes history: With the merger of the Camden and Newark law schools, MSP is now flourishing at the Camden location, which now has first and second year students, many of whom are here today.

As proud as we are of the MSP's 50 historic years of achievement, we all know that no institution can remain static, and a program especially dedicated to inculcating positive social change must adapt to challenges and circumstances that were unknown in 1968. Today is therefore also a time for all of us who have been part of this remarkable movement in legal education to reflect on where MSP should go from here. Together, we have built a formidable instrument of empowerment and social direction. The question before us now is how best to utilize what we have built so that it can be just as relevant when our successors celebrate the centennial of MSP in 2068.

One of our goals in MSP 50 is to provide a networking opportunity for 200+ current MSP students.

**Alumni:** We ask each returning alumnus/a to talk to at least five students and to give them your business card or contact information. This can start during the day and continue in the evening, where each table will have 1-2 students. Your guidance and experience can help launch their careers, and such networking is an essential component of the MSP experience.

In addition, during the past year we have engaged in the “quiet” phase of a \$1.5 million capital campaign to create 12 endowed summer internships for MSP students to work in public interest organizations or government positions that might not otherwise be available to them due to financial constraints. To date, we have raised more than half—\$865,000—from just seven individuals and two firms, all building on the MSP Alumni Endowment Fund spearheaded by key alumni more than a decade ago. We urge alumni to pay it forward by giving now or pledging for future years gifts that are significant for your circumstances. Further details are on page 39 of this booklet.

**Students, Faculty and Staff:** Your job is to approach and engage those who came before you, keep the history alive within the institution among faculty and ensure the narrative remains a living one.

Finally, this is an occasion to renew past bonds with classmates and meet others with whom you share experiences and interests. Enjoy!

Sincerely yours,

Phoebe Haddon  
Chancellor,  
Rutgers University–Camden

Nancy Cantor  
Chancellor,  
Rutgers University–Newark

Michael T. Cahill  
Co-Dean,  
Rutgers Law School

Ronald K. Chen, '83, MSP  
Co-Dean,  
Rutgers Law School



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PHILIP D. MURPHY  
GOVERNOR

April 14, 2018

Dear Friends:

It is with great pleasure that I extend greetings to everyone gathered for the 50<sup>th</sup> anniversary celebration of the Minority Student Program for Rutgers Law School. It is indeed noteworthy that while the reputation for academic excellence for Rutgers Law is well-known, the many accomplishments of its alumni community deserves equal recognition. As Minority Student Program alumni, you distinguished yourselves through your professionalism, dedication and ongoing support of this institution. All those in attendance this evening deserve recognition for demonstrating the level of excellence that has become synonymous with Rutgers Law.

Tonight’s event is an opportune time to also recognize the many accomplishments and contributions the MSP program has made throughout the past 50 years. Originally geared toward students of color, the program is now open to any student who can demonstrate a history of socioeconomic or educational disadvantage. By taking a proactive approach to help students succeed, the program offers legal skills development, academic support, alumni mentoring and networking and internships to students who may not otherwise have had the opportunity to pursue a legal career. I applaud the MSP program for its advocacy and dedication toward promoting the best and brightest legal minds in our State.

Congratulations on this milestone anniversary, and best wishes for an enjoyable and memorable event.

My very best,

Philip D. Murphy  
Governor



Robert L. Barchi, President

April 14, 2018

Dear Students, Alumni, Faculty, Staff, and Friends:

It is my pleasure to join you in celebrating the 50th anniversary of the Minority Student Program at Rutgers Law School. This milestone is a perfect opportunity to reflect on the tremendous impact that this program has had on the lives of 2,500 alumni and the benefits it is providing to current MSP students.

The Rutgers of 2018 has a strong and proud identity as a university of opportunity, where students from all races, ethnic origins, and income levels can learn from a world-class faculty and embark upon lives and careers of achievement. But that identity did not develop overnight, and it did not come without struggle. It happened because of the leadership of faculty and administrators who worked hard to establish programs like MSP and to gain support for them across the university and the wider community. We are indebted to those who pioneered the Minority Student Program and those who built it into a national model for giving students of color and disadvantaged students of all races the means by which to prepare for, enter, and flourish in a legal career.

The fact that MSP alumni are succeeding in a wide range of law-related professions is testament to the quality of this program. And the strong participation by these women and men as alumni mentors and alumni panelists is further proof of their appreciation for the difference it has made for them. To everyone who has contributed to MSP's success over the past 50 years, I offer my thanks and admiration.

Best wishes for a memorable event and, again, Happy 50th Anniversary!

Sincerely,  
  
Robert Barchi

Rutgers, The State University of New Jersey  
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ROBERT MENENDEZ  
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March 27, 2018

Rutgers Law School  
123 Washington Street  
Newark, New Jersey 07102

Dear Friends,

I would like to extend my warmest greetings to the Minority Student Program at Rutgers Law School as you come together to celebrate 50 years of empowering and educating students.

The Minority Student Program (MSP) has enabled Rutgers Law School to achieve its long standing commitment to diversity, inclusion and equal opportunity in law school attendance. Created in 1968 in response to some of America's darkest days for race relations, MSP is a nationally recognized model for educating and preparing students of color and disadvantaged students of all races for a legal career. The MSP has been dedicated to the inclusion of students from groups that have historically been under-represented in the legal profession.

The MSP creates an environment where all students can learn and develop the skills they will need for success. From providing internship and service opportunities to networking and mentoring with alumni, the program strives to prepare students for both a rewarding academic career as well as a promising future in law. The program has graduated many successful alumni, who I know are as grateful as I am to have been a part of something that has touched the lives and continues to touch be a part of what makes Rutgers such an exceptional school.

As an alumni of the Minority Student Program, I understand just what this program entails, and how much good it does for those who wish to pursue an education in law. Without this program, I may never have gotten to where I am today; so I would like to personally thank those who created the program as well as those who continue to uphold its mission. I have long prioritized education as a means to provide long term success for our nation and a brighter future for young people. To all the students, faculty and alumni, I hope this celebration is an enlightening and joyful experience.

Sincerely,  
  
ROBERT MENENDEZ  
United States Senator

GORY A. BOOKER  
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UNITED STATES SENATE  
WASHINGTON, D. C. 20510

April 14, 2018

Minority Student Program  
Rutgers Law School, Newark  
123 Washington Street  
Newark, New Jersey 07102

Dear Friends,

It is a pleasure to extend my warmest greetings and congratulations as you gather to celebrate the 50<sup>th</sup> anniversary of Rutgers Law School's Minority Student Program (MSP). I am confident that today's program will serve as an outstanding resource for MSP alumni and current students pursuing careers in the legal field.

For half a century, MSP has helped to support law students with summer internships, alumni mentorship programs, and a plethora of networking opportunities. Thanks to MSP's important work, Rutgers School of Law continues to play an invaluable role in shaping the next generation of diverse legal professionals. The fact that MSP continues to thrive is a testament to the hard work and dedication of its leadership and the passion of its membership.

As you reflect on the past five decades, please accept my very best wishes as you continue building on MSP's well-deserved reputation as an incredible support network.

Best Wishes,

Cory A. Booker  
United States Senator

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March 20, 2018

Rutgers Law School  
123 Washington Street  
Newark, New Jersey 07102

Dear Faculty, Staff, Students, and Alumni:

Congratulations to Rutgers Law School, faculty, students, and alumni for fifty years of pioneering diversity in the legal field through the Minority Student Program.

Rutgers Law School initiated its Minority Student Program during a pivotal period for social justice in the United States. In 1967, rebellions broke out in Newark and other communities of color that had been plagued by systemic discrimination, racial profiling, and unemployment. Less than a year later, in April 1968, a white supremacist assassinated Martin Luther King, Jr. And at that summer's Olympics, two African-American medalists raised their fists in a human rights salute to protest racial discrimination. It was in the wake of these crucial events in race relations that Rutgers launched the Minority Student Program.

The Minority Student Program was — and remains — a groundbreaking program for legal education and the legal profession. Throughout the history of law in the United States, people from diverse backgrounds have been underrepresented. They remain underrepresented today. That is what makes the Rutgers Law School Minority Student Program so important. It is a model for educating and preparing students of color and disadvantaged students of all races for a successful career in law.

I commend the Rutgers Law School Minority Student Program for its fifty years of success. During those fifty years, the program has helped more than 2,500 people pursue their dreams in law. The legal profession throughout New Jersey and the United States owes a debt of gratitude to Rutgers Law School for its innovative Minority Student Program. I wish Rutgers Law School, the Minority Student Program, and everyone who has played a part in this endeavor many more years of accomplishment.

Best wishes,

Donald M. Payne, Jr.  
Member of Congress

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# Program

## Daytime Colloquium | 15 Washington (Former Law School)

<b>10:30–11:00</b>	<b>Coffee</b>
<b>11:00</b>	<b>Welcome</b> from Ronald K. Chen '83, <i>Co-Dean</i>
<b>11:10</b>	<b>Welcome from Lowenstein Sandler</b> , <i>MSP50 Celebration Sponsor</i>
<b>11:15</b>	<b>MSP Student Panel</b> Yvette Bravo-Weber, <i>Assistant Dean, MSP (Newark), Moderator</i> Rhasheda Douglas '02, <i>Director, MSP (Camden), Moderator</i>
<b>12:00</b>	<b>MSP Deans' Panel</b> Marcia Brown '94, <i>Moderator</i> Wade Henderson '73, Oliver Quinn '75, Janice Robinson, Kenneth Padilla '95, Yvette Bravo-Weber, Rhasheda Douglas
<b>12:45</b>	<b>Buffet luncheon and networking</b>
<b>2:00</b>	<b>Remarks, Nancy Cantor</b> , <i>Chancellor, Rutgers University–Newark</i>
<b>2:05</b>	<b>Rutgers Law Scholars Champion Social Justice</b> Jon Dubin, <i>Moderator</i>
	<b>Childrens' Rights/Disability Rights</b> Esther Canty-Barnes '81, Jen Valverde
	<b>Educational and Housing Segregation, Equality &amp; Access</b> Elise Boddie, David Troutt
	<b>Immigration</b> Anjum Gupta and Joanne Gottesman
	<b>Prisoner Re-entry/Juvenile Justice</b> Victoria Pratt '98, Sandra Simkins, Laura Cohen
	<b>Community Development/Affordable Housing</b> Charles Auffant '82, Robert Holmes
	<b>Implicit Bias Through Empirical Study</b> Rachel Godsil
<b>3:20</b>	<b>Break: Drinks, cookies and networking</b>
<b>3:40</b>	<b>MSP Alumni: Merging Careers in Private Industry with Social Justice</b> Kimberly Banks MacKay '95, <i>Moderator</i>
<b>4:35</b>	<b>David Troutt: Presentation of Faculty MSP Committee</b>
<b>5:00</b>	<b>Adjourn: Co-Dean Chen</b>

## Evening Banquet | Robert Treat Hotel Grand Ballroom

<b>6:00</b>	<b>Cocktails</b>
<b>7:15</b>	<b>Dinner seating</b>
<b>7:30</b>	<b>Welcome</b> Brian Biglin '11, <i>President</i> Maritza Rodriguez '11, <i>President-Elect</i> Rutgers School of Law—Newark Alumni Association Kevin Miller '14 <i>Vice Chancellor</i> Rutgers School of Law—Camden Alumni Association
<b>7:35</b>	<b>Greeting</b> Co-Deans Ronald K. Chen '83 and Michael Cahill
<b>7:40</b>	<b>Dinner</b>
<b>8:00</b>	<b>Presentation of student awards:</b> Yvette Bravo-Weber
	<b>Community Service Award</b> Jamie Dinicola '18
	<b>Academic Achievement Award</b> Tony Martinez '18
<b>8:05</b>	<b>Class Representative/Speaker</b> Latiqia Liles '18
<b>8:10</b>	<b>Video Presentation</b>
<b>8:15</b>	<b>Keynote:</b> Vincent Warren '93
<b>8:30</b>	<b>MSP Alumni Endowment Fund Appeal:</b> David Harris '79:
	<b>Socializing and Dancing with <i>Solid Soul Review</i> and <i>The Priceless Band</i></b>
<b>10:30</b>	<b>Conclusion and Souvenirs</b>
<b>Evening Fare:</b>	<b>Cocktail Hour:</b> <i>Assorted Hors D'Oeuvres</i> <b>Dinner Menu:</b> <i>Mixed salad, Duet of grilled salmon and Black Angus NY shell steak</i> <i>Vegetarian/Vegan option available, Family style assorted finger desserts</i>



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Johnson & Johnson congratulates Rutgers Law School's Minority Student Program for 50 years of supporting Diversity and Inclusion.

## Speaker Biographies

### *Rutgers University– Newark Chancellor Nancy Cantor*

**Nancy Cantor** is Chancellor of Rutgers University–Newark, a fellow of the American Academy of Arts and Sciences, and member of the National Academy of Medicine. She is recognized internationally as a champion for universities to embrace their role as anchor institutions and for inclusive excellence, having been closely involved in the defense of affirmative action in the 2003 Supreme Court cases *Grutter* and *Gratz* while provost at the University of Michigan. She earned her B.A. from Sarah Lawrence College and her Ph.D. from Stanford University.

### *Co-Deans Ronald Chen and Michael Cahill*

**Ronald Chen** is Co-Dean of Rutgers Law School, a Distinguished Professor of Law and the Judge Leonard I. Garth Scholar. He has served as vice dean, acting dean, dean and co-dean at the school for 18 years and been a member of the faculty since 1987. From 2006–2010, he was the Public Advocate of New Jersey, and previously was an associate with Cravath, Swaine & Moore. Recently, he was named general counsel of the American Civil Liberties Union. Chen received his B.A. from Dartmouth College and his J.D. from Rutgers Law School, where he participated in the Minority Student Program. Later, he briefly served as MSP dean.

**Michael T. Cahill** is Co-Dean of Rutgers Law School. Before coming to Rutgers in July 2016, he taught at Brooklyn Law School from 2003–2016 (serving as vice dean from 2010–2015), and at Chicago-Kent

College of Law from 2002–2003. Cahill's scholarship focuses primarily on criminal law, though he has also written and taught courses about health law and policy. His criminal law work includes three books (co-authored Paul H. Robinson), numerous articles and book chapters, and involvement with two state criminal-code reform projects. Cahill received a B.A. from Yale University and J.D. and M.P.P. degrees from the University of Michigan.

### *Faculty Panelists, Former MSP Deans, and Alumni*

**Charles I. Auffant** is a Clinical Professor of Law and works in the Community and Transactional Lawyering Clinic at Rutgers Law School. He joined Rutgers in 1998 as a clinical attorney in the Urban Legal Clinic. He has worked as a staff attorney for Essex-Newark Legal Services, as director of housing for the Urban League of Essex County, as associate counsel for the Newark Board of Education, and as counsel to the University of Medicine and Dentistry of New Jersey. He received his B.A. from Herbert H. Lehman College of the City University of New York in 1979 and his J.D. from Rutgers Law School, where he participated in the MSP program.

**Brian N. Biglin** is President of the Rutgers School of Law–Newark Alumni Association. He works as an associate in the trial practice group at Duane Morris LLP's Newark office, focusing on white-collar defense, civil rights, and First Amendment practice. He believes that diversity and inclusion, as well as a focus on engaging the City of Newark, are cornerstones of the

mission of both Rutgers Law School and the Alumni Association. He earned his B.A. from the University of Michigan and his J.D. from Rutgers Law School.

**Elise C. Boddie** is a Henry Rutgers University Professor, Professor of Law, and the founder of The Inclusion Project at Rutgers Law School. She was previously the director of litigation for the NAACP Legal Defense and Educational Fund, Inc. and sits on the national board of the American Constitution Society and on the board of the New Jersey Institute for Social Justice. In 2017, Boddie was elected to the American Law Institute. She received her B.A. *cum laude* from Yale, and her J.D. *cum laude* from Harvard. She has a master's degree in public policy from the John F. Kennedy School of Government at Harvard.

**Yvette Bravo-Weber** joined the law school as Assistant Dean for the Minority Student Program and Externships in July 2008. Previously, she was Assistant Dean for Student Affairs and Community Relations at New York University School of Law. She also was director of the Education Division of the Puerto Rican Legal Defense and Education Fund and deputy general counsel for the New York City Commission on Human Rights. She has her B.A. from the State University of New York at Stony Brook, an M.A. from the Bank Street College of Education, and a J.D. from New York University Law School.

**Marcia Wilson Brown** is Senior Vice Chancellor for External and Governmental Relations under Chancellor Nancy Cantor at Rutgers University—Newark. She has held a number of key leadership positions within the University over her 20-year career, including the Associate Dean for Program Development in the School of Public Affairs and Administration, Vice Chancellor for Student and Community Affairs, Associate Dean and Director of the Academic Foundations Center, and Associate Dean of the Rutgers Law School Minority Student Program. She earned her B.A. from Michigan State University and her J.D. from Rutgers Law School, where she participated in the Minority Student Program.

**Esther Canty-Barnes** is a Clinical Professor of Law at Rutgers Law School and the Director of the Education and Health Law Clinic where she represents indigent parents and caregivers of disabled children in need of educational services. She also trains and supervises law students and is an adjunct professor at the Rutgers University Graduate School of Education. A former presiding municipal court judge for the Township of Irvington, she served on the Supreme Court Committee on Women in the Courts for 10 years and is a former president of the Association of Black Women Lawyers of New Jersey. She earned her B.A. from Bennett College *summa cum laude* and her J.D. from Rutgers Law School.

**Laura Cohen** is a Distinguished Clinical Professor of Law, the Justice Virginia Long Scholar, and Director of the Rutgers Criminal and Youth Justice Clinic. She also co-directs both the Rutgers Center on Youth Violence and Juvenile Justice (with Professor Sandra Simkins), and the Northeast Juvenile Defender Center, a regional affiliate of the National Juvenile Defender Center. She earned her B.A. *summa cum laude* from Rutgers College, where she was elected to Phi Beta Kappa, and her J.D. from Columbia Law School.

**Rhasheda S. Douglas** joined Rutgers Law School as the Director of the Minority Student Program on the Camden location in July 2016. Previously, she served as the Title IX Manager at Rowan University. She was a team attorney, and later, a team leader, with the U.S. Department of Education, Office for Civil Rights and worked as an associate at Montgomery McCracken in Philadelphia. She earned her B.A. from Boston University and her J.D. from Rutgers Law School.

**Jon Dubin** is Associate Dean for Clinical Education and the Alfred Clapp Public Service Scholar. A clinical director and tenured, full Professor of Law for over twenty years, he has published several frequently-cited law review articles and multiple co-authored books, and won national awards for his scholarship, public-interest lawyering and contributions to clinical legal education. He previously worked at Harlem Legal Aid, NAACP LDF, and ACLU, and has expertise in social welfare litigation and civil rights. He earned his B.A. from Dartmouth and his J.D. from N.Y.U. Law School.

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**Rachel D. Godsil** joined Rutgers Law School as a professor and social justice scholar in the fall of 2017. She also is the Director of Research and Co-Founder of the Perception Institute and regularly conducts workshops on the role of implicit bias, racial anxiety, and stereotype threat. She formerly taught at Seton Hall University School of Law, the University of Pennsylvania Law School and New York University Law School, besides working as a former Assistant U.S. Attorney. She earned her B.A. from the University of Wisconsin Madison and her J.D. from the University of Michigan Law School and also studied at the London School of Economics.

**Joanne Gottesman** is a Clinical Professor of Law and Director of the Immigrant Justice Clinic, a student-led law office at the Camden location that represents clients in immigration matters. Prior to joining the Rutgers faculty in 2002, she worked as a Kirkland & Ellis Public Service Fellow in the Immigration Unit of the Legal Aid Society of New York. Before attending law school, Professor Gottesman spent three years working and studying in China. She earned her B.A. from Wesleyan University and her J.D. from Columbia Law School, where she was a James Kent Scholar.

**Anjum Gupta** is a Professor of Law, the Judge Chester A. Straub Scholar, and Director of the Immigrant Rights Clinic in Newark. Prior to joining the Rutgers faculty, she served as Director of the Immigrant Rights Clinic at the University of Baltimore School of Law as well as a teaching fellow in the asylum clinics at Georgetown Law and Seton Hall Law. Her scholarship focuses on refugee law, with an emphasis on gender-based claims. Gupta received her B.A. from the University of Michigan and her J.D. from Yale Law School.

**David Harris** is a retired partner at Lowenstein Sandler, where he was the Co-Chair of Complex Business Litigation, Co-Chair of IP Litigation and previously, Chair of the Litigation Department. He's also served on committees for the American Bar Association and is a former President and Trustee of the American Civil Liberties Union-New Jersey, in addition to serving on many other boards. Harris previously served as the President of the Rutgers School of Law-Newark Alumni Association. He

earned his B.A. and his M.Ed. from Pennsylvania State University and his J.D. from Rutgers Law School, where he participated in the Minority Student Program.

**Wade Henderson** is a nationally-known civil rights leader who is the former president and CEO of the Leadership Conference on Civil and Human Rights. He is also a professor of law at the David A. Clarke School of Law at the University of the District of Columbia. Formerly, he was the Washington Bureau Director of the NAACP, the associate director of the Washington national office of the ACLU, and the executive director of the Council on Legal Education Opportunity. He received his B.A. from Howard University and his J.D. from Rutgers Law School, where he participated in the Minority Student Program, and was the program's dean after graduation.

**Robert Holmes** is a Clinical Professor of Law, the Clarence Clyde Ferguson Jr. Scholar, the founder and Director of the Community and Transactional Lawyering Clinic at Rutgers Law School, and a 2016 winner of the Rutgers Human Dignity Award. He was executive director of the Newark Housing Development and Rehabilitation Corporation from 1971-1974, served as assistant commissioner of the New Jersey Department of Community Affairs and was chief executive of the Newark Watershed Conservation and Development Corp, in addition to being a partner at two private law firms. He earned an A.B. in government from Cornell and a J.D. from Harvard.

**Kimberly Banks MacKay** currently serves as U.S. Head, Legal and Compliance for Novartis Business Services. Since joining Novartis in 2003, she has served in roles of increasing responsibility, including Deputy Compliance Officer for Novartis Pharmaceuticals Corporation ("NPC") and Lead Legal Counsel for one of NPC's three business units. Before joining NPC, Kim practiced securities law at MetLife, Lucent Technologies and Milbank, Tweed, Hadley & McCloy, held a Federal clerkship and spent several years in commercial banking. Kim was recently awarded NJ Biz' 2017 General Counsel of the Year-Public Company and honored by

Blackdoctor.org as one of 2017's "Top Blacks in Healthcare". She received an A.B. in Economics from Princeton University and a J.D. from Rutgers Law School.

**Kevin R. Miller** is an associate at Jackson Lewis, where his practice is focused on representing management in employment-related litigation. Specifically, he defends companies and supervisors in discrimination, harassment, retaliation, wrongful discharge, tort and contract, and wage-and-hour cases before state and federal courts, arbitral tribunals, and administrative agencies. He is the First Vice Chancellor of the Rutgers School of Law-Camden Alumni Association. He earned his B.A. from Rutgers University and his J.D. from Rutgers Law School.

**Kenneth Padilla** is the Deputy Principal Legal Advisor for Field Legal Operations in the Office of the Principal Legal Advisor (OPLA), U.S. Immigration and Customs Enforcement, U.S. Department of Homeland Security. He previously served as chief counsel and deputy chief counsel for the OPLA field offices in Orlando, Florida and New York City, respectively. From 2001-2006, he served as assistant dean for the Minority Student Program & Externships at Rutgers Law School. He started his legal career as an associate with Riker, Danzig, Scherer, Hyland & Perretti, LLP. Padilla earned his B.A. from Brown University and his J.D. from Rutgers Law School, where he participated in the Minority Student Program.

**Victoria Pratt**, former Chief Municipal Court Judge in Newark, has gained national and international acclaim for her commitment to reforming the criminal justice system. While presiding over Newark Community Solutions, the Community Court Program, she provided

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alternatives to jail to low-level offenders. She joined the Rutgers Law faculty in the fall of 2017 and recently released a TED Talk: *How Judges Can Show Respect*. She is a nationally and internationally sought-after speaker. She earned her B.A. from Rutgers University in New Brunswick and her J.D. from Rutgers Law School, where she participated in the Minority Student Program.

**Oliver Quinn** is a former Assistant Dean and Director of the Minority Student Program at Rutgers Law School. He serves as Chairman of Rutgers University-Newark's Advisory Board. Quinn has been a deputy solicitor with the U.S. Department of Labor; deputy commissioner, New Jersey Department of Labor; administrative law judge, State of New Jersey; and assistant counsel, to the Judiciary Committee of the United States House of Representatives. He also has served as chief regulatory compliance officer for Prudential HealthCare, Inc. and later as corporate vice president and chief business ethics officer at Prudential Financial. Since 2010, he has been Senior Counselor and Director of the Newark Office at Taft Communications. He earned his B.A. from Syracuse University and his J.D. from Rutgers Law School, and participated in the Minority Student Program. He was honored as Alumnus of the Year in 2010.

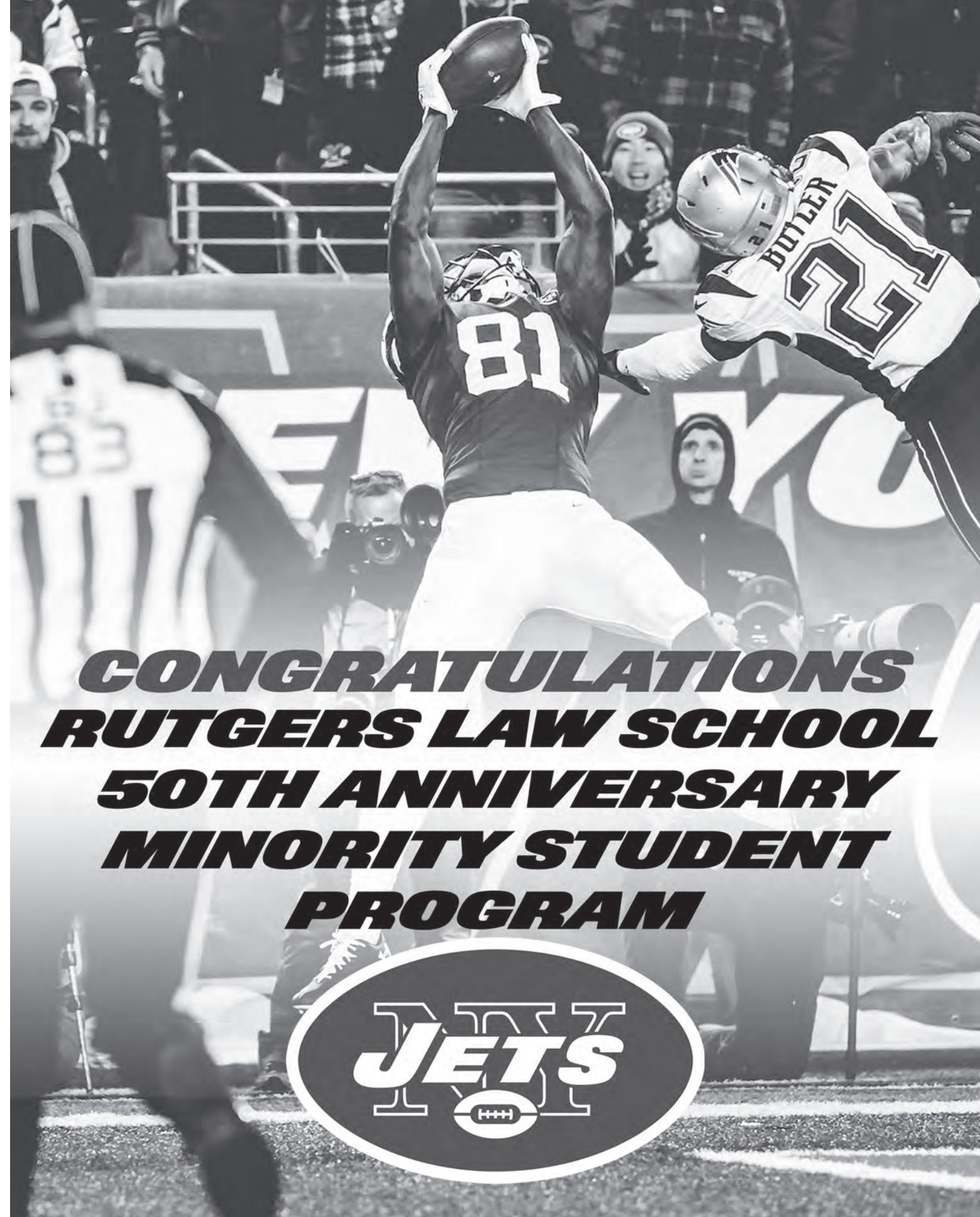
**Janice S. Robinson** served as Rutgers Law School's Dean of the Minority Student Program from 1986–1996. Afterwards, she served as the associate dean and director of the Academic Foundations Center and EOF at Rutgers Newark's College of Arts & Sciences. Since 2000, she has worked at Teachers College, Columbia University and is currently the vice president for diversity and community affairs and Associate Professor in Higher Education. She served as the first general counsel at Teachers College through February 2009. Prior to Rutgers, she practiced with the Legal Aid Society-Civil Division in New York City. She earned her B.S. from Bridgeport University, her M.A. and Ed.M. at Teachers College, her J.D. from St. John's University School of Law and has two post-graduate certificates from Harvard University's Graduate School of Education. She has served on numerous boards.

**Maritza Rodríguez** is the founder and owner of the Rodríguez Law Firm, a practice specializing in the areas of family law. The firm has offices in Newark and New Brunswick. She is president-elect of the Rutgers School of Law–Newark Alumni Association. She formerly worked in the New Jersey Department of the Public Advocate. She received her B.A. from Rutgers University and her J.D. from Rutgers Law School, where she participated in the Minority Student Program.

**Sandra Simkins** is a Distinguished Clinical Professor of Law and is the Director and Co-founder of the Children's Justice Clinic at Rutgers Law School's Camden location. She is currently the Due Process Monitor for the settlement agreement between the Department of Justice and the Juvenile court of Shelby County, Tennessee. Prior to joining the Rutgers faculty in 2006, she spent 15 years working in criminal and juvenile defense, including serving as assistant chief of the Juvenile Unit at the Defender Association of Philadelphia. She received her B.A. from the University of Delaware and her J.D. from Rutgers Law School.

**David Dante Troutt** is a Professor of Law and the Justice John J. Francis Scholar at Rutgers Law School. He is the founding director of the Rutgers Center on Law, Inequality & Metropolitan Equity (CLiME). He teaches and writes about race, class and legal structure; intellectual property; torts and critical legal theory. He joined Rutgers Law in 1995 after practicing corporate and public interest law in New York and California. He is an author of non-fiction and fiction books, scholarly articles and legal and political commentary and a sought-after public speaker. He received his B.A. from Stanford University and his J.D. from Harvard Law School.

**Jennifer Rosen Valverde, M.S.W.**, is a Clinical Professor of Law in the Education and Health Law Clinic, a Professor of Public Health, the Nadine Taub Scholar and also is Legal Director of H.E.A.L. Collaborative (Health, Education, Advocacy & Law), which is a medical-legal-social work partnership with the Rutgers Biomedical and Health Sciences Outpatient Pediatrics Department. Valverde has extensive experience representing parents of children



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with disabilities in special education and related matters, and educating graduate students in law, social work and medicine on social determinants of health advocacy, cross-systems educational advocacy, and interprofessional collaboration. She received her B.A. from Wesleyan University in Connecticut, and is a *magna cum laude* graduate of the Loyola University-Chicago Schools of Law and Social Work.

**Vincent Warren** is the Executive Director of the Center for Constitutional Rights, a leading national human rights organization in New York City founded by Rutgers Professor Arthur Kinoy, Morton Stavis and William Kunstler. He was formerly a senior staff attorney with the American Civil Liberties Union and a staff attorney with the Legal Aid Society. He also gave the Rutgers Law School commencement address in 2013, in Newark. He received his B.A. from Haverford College and his J.D. from Rutgers Law School and was the first recipient of the Kinoy/Stavis Public Interest Fellowship. He also participated in the Minority Student Program.



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# The Minority Student Program at 50

## Still a Centerpiece of Rutgers Law School

**Paul Tractenberg, Professor Emeritus**

**T**he Minority Student Program was born 50 years ago, in 1968, out of strife and dissatisfaction, but with hope for a better future. The 1967 rebellions in Newark, Detroit and other American cities planted the seeds, and the national and state responses nurtured the embryonic development. This was both a painful time and one of heightened aspirations for Americans and New Jerseyans of color.

Rutgers Law School in Newark was at the eye of the storm. It occupied a relatively new building in downtown Newark on the developing Rutgers–Newark campus. In a sense, it was of the city and had been since its predecessor law schools were first established there in 1908.

From the start, its student body differed from those of most American law schools of the day, reflecting immigrant groups, those whose families didn't have a tradition of attending schools of higher education, and even women at a time when that was unheard of in legal education.

But the Rutgers Law faculty and student body of the 1960s bore little resemblance to the emerging population of Newark. Both faculty members and students were overwhelmingly white and male. The law school was a highly visible white bastion in an increasingly black city. Indeed, Ackerson Hall, its new home on University Avenue, looked rather like a fortress designed to protect its inhabitants against hostile forces outside.

The events of 1967 could have led Rutgers Law to turn even more inward, away from the city outside its walls. The wonder is that that did not happen. A major part of the credit goes to the handful of black students in attendance at the law school and at the undergraduate

program on the Rutgers-Newark campus. They used various tactics, some of them highly confrontational such as the takeover of Conklin Hall by the undergraduate Black Organization of Students and the formal indictment of the law school by the Association of Black Law Students (ABLS), to force the rest of the Rutgers community to confront complex and difficult issues.

Fortunately, they found some kindred spirits on the faculty and in the law school and university administration. First among them was the law school's dean Willard Heckel, a champion of human and civil rights. Heckel was the head of Newark's anti-poverty agency, the United Community Corporation, and the national moderator of the Presbyterian Church. In the late 1960s, he led the law school forward to confront the challenges of the day with kindness, calmness and decency, but also with forceful leadership.

To understand the scope of the challenges the law school faced then, you need to know that in 1967 of 2,500 undergraduate students at Rutgers-Newark, only 62 were black—and just a few years earlier there were only 20. At the law school, the situation was no better. Between 1960 and 1967, a total of only 12 nonwhite students graduated. Since Rutgers Law School was a major preparer of New Jersey lawyers, it was hardly surprising that, as of 1969, there were fewer than 60 African-American attorneys among 8,000 lawyers practicing in the state, and even fewer Hispanic and Asian-American attorneys.

The Minority Student Program was the most direct response to that gross imbalance, but it was only one aspect of the law school's transformation in the late 1960s. The curriculum was overhauled, clinical education got a more secure foothold at Rutgers Law

than at most law schools, and a schoolwide commitment was made to imbue all students with a determination to use law to advance the public good.

In the spring of 1968, the faculty of Rutgers Law School in Newark voted to implement a plan for admitting black students starting that fall—the Minority Student Program or MSP. As described in *A Centennial History of Rutgers Law School in Newark: Opening a Thousand Doors*:

The plan was to reserve 20 seats for black students of a total of 150 in the entering class. Actually, that September, 23 black students were admitted under the special program standard [of the Minority Student Program]. Two months later, in November 1968, the school committed itself to a five-year “plan to double the number of negro and minority group attorneys in the state of New Jersey. The plan [would] cost \$498,400, mainly for scholarships” and would seek to graduate at least one hundred black students over the five years.

Despite the law school's commitment to the MSP—or perhaps because of it, by the fall of 1969 the fledgling Association of Black Law Students moved boldly to reshape Rutgers Law, and, with it, American legal education. On November 4, 1969, Association of Black Law Students published a detailed “Indictment of the Law School Community,” pressing for a total overhaul of the law school curriculum and for a plan to attract more African-American students and faculty. Strikingly, the Indictment came on the heels of the law school having acted in 1968 to expand the curriculum to include courses and seminars such as Legal Representation of the Poor, Social

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Tripartite Commission comprised of three members each representing the ABLIS, the Student Bar Association and the faculty to address the Indictment.

Six months later, on May 6, 1970, the Tripartite Commission issued its “Strategy for Change,” which recommended far-reaching changes in the way the law school operated. This included major curricular changes, such as the development of extensive clinical education programs. The Tripartite Commission urged that the changes be put in place immediately and that an Implementation Task Force be created. That very day, the entire law school community voted to approve the Strategy for Change. And substantial change did come to the law school, perhaps not to the full extent envisioned by the Tripartite Commission, but still to a degree unprecedented in American legal education.

In the years between 1970 and 1978, Rutgers Law School and the MSP flowered. Among the major gardeners were professors Frank Askin and Alfred Slocum. Both were Rutgers law graduates and devoted supporters of the MSP from its start—or even before. To a very real extent, they planted and nourished the seeds

Those were the incredibly exciting years of the “People’s Electric Law School,” and the initial influx of students of color grew apace. As early as 1971, about 20% of the law school’s student body consisted of black students. In short order, the target increased to 25% and was achieved, and the program was expanded to include other students of color.

To maintain its momentum, Rutgers Law School and the MSP had to overcome two major challenges in the next 20 years—the U.S. Supreme Court’s 1978 decision in the *Bakke* case and an United States Office of Civil Rights (OCR) inquiry in 1997. Either could have signaled the end of MSP, but neither did. Either could have resulted in the law school defending MSP as it was then constituted “to the death,” but in both cases the law school thought “outside of the box” and reacted counter-intuitively. And in both instances, the law school community responded as it had in 1968 and 1969, as a broad community of faculty, students and administrators whose collective priority was to find a way to save the important program it had so daringly created in the 60s and nurtured thereafter.

When the U.S. Supreme Court’s divided decision in *Bakke* struck down “racial quotas” or “set-asides” as unconstitutional, but permitted race to be used as a “plus factor” in an otherwise racially neutral process, many universities and law schools reacted by paring back, if not eliminating, their affirmative action efforts. Rutgers Law’s ingenious response was embodied in a faculty resolution that was adopted by a vote of 34–3. It provided: “That the current Minority Student Program be expanded to 30% [of the entering class] and that the term ‘minority’ be understood to include disadvantaged whites.”

Then, in 1997 OCR contacted Rutgers in connection with a complaint it had received about the law school’s two-track admissions system. By then, the law had changed to call into question such an admissions approach. Still, there were those who wanted to tough it out, believing that the law school’s admissions system could be successfully defended. The weight of faculty opinion had shifted, however, to the view that we had to move to a single-track admissions system.

The challenge, however, presented to a special study committee co-chaired by Professors Paul Tractenberg and Charles Jones, was to identify a single-track system that could maintain both the law school’s impressive student diversity profile and its numerical index based on LSAT scores and UGPA. To many, this seemed like “Mission Impossible.”

Once again, though, Rutgers Law ingenuity carried the day. The simple idea that won overwhelming faculty support—proposed by MSP Dean Janice Robinson on behalf of a literally speechless Professor Tractenberg (he had laryngitis)—was to add two boxes to the application for admission. This allowed each applicant, regardless of race, ethnicity or socioeconomic status, to indicate whether he or she preferred to have either numerical or non-numerical factors be treated as the strongest indicator of admissibility to the law school. That weighting preference was honored although every applicant was evaluated based on all the factors presented in the application.

The result of this approach was to create a single track admissions system with multiple members of the admissions committee, including the MSP dean,

reviewing all applications. Race was one of many factors considered in the law school’s in-depth, holistic review of all applications. The Minority Student Program has continued as a vibrant and popular post-admission support system for students who choose to participate.

This system has enabled Rutgers Law to maintain its diversity profile and its academic standing. Participation in MSP has been stable at about 30% each year, and the percentage of students of color in the law school as a whole is close to 40%. This was all achieved despite changes in federal equal protection law that made reaching results like these more difficult.

Another exciting expansion of MSP occurred in 2015 when, as a result of the merger with the Rutgers School of Law–Camden, we were able to launch MSP at our Camden location. We now have a growing number of MSP students in Camden who join the over 190 MSP students in Newark. Both locations provide a rich program that helps their students succeed in law school, develop important relationships with our more than 2,500 MSP alumni, and obtain meaningful summer and post-graduation legal work.

As we celebrate its 50th anniversary, Rutgers Law School can point to a proud, vibrant and still very much needed MSP. Let’s all raise our glasses to that wonderful accomplishment. It has greatly enriched our law school, our state and our nation. As we celebrate the MSP’s remarkable history, let’s also look forward to its future contributions.

February 5, 2018

**For further reading:**

Frank Askin, *The Case for Compensatory Treatment*, 24 RUTGERS L. REV. 65, 79 (1969).

Frank Askin, *An affirmative legacy at Rutgers Law*, The STAR-LEDGER, Jan. 22, 2006, at 4.

George W. Conk, *People’s Electric: Engaged Legal Education at Rutgers–Newark Law School in the 1960’s and 1970’s*, 40 FORDHAM URB. L. J. 503 (2012).

Paul L. Tractenberg (and Centennial Seminar students), *A Centennial History of Rutgers Law School in Newark: Opening a Thousand Doors* (2010).

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# Minority Student Program Timeline

## Paul Tractenberg, Professor Emeritus

<b>July 1967</b>	<ul style="list-style-type: none"> <li>■ Newark rebellion</li> </ul>
<b>February 1968</b>	<ul style="list-style-type: none"> <li>■ Report of the National Advisory Commission on Civil Disorders (Kerner Commission) issued</li> <li>■ Report of the Governor's (New Jersey) Select Commission on Civil Disorder (Lilley Commission) issued</li> </ul>
<b>Spring 1968</b>	<ul style="list-style-type: none"> <li>■ Rutgers Law School faculty adopts Minority Student Program (MSP)</li> </ul>
<b>Fall 1968</b>	<ul style="list-style-type: none"> <li>■ First black students enter law school under MSP</li> <li>■ Curriculum expanded to include courses and seminars such as Legal Representation of the Poor, Social Legislation, Urban Poverty, Consumer Credit and the Poor, and Work of the Juvenile Court</li> </ul>
<b>November 1968</b>	<ul style="list-style-type: none"> <li>■ Law school committed itself to a five-year plan to double the number of black and other minority group attorneys in New Jersey</li> </ul>
<b>November 4, 1969</b>	<ul style="list-style-type: none"> <li>■ Association of Black Law Students (ABLS) published an "Indictment of the Law School Community" pressing for a total overhaul of the law school curriculum and development of a plan to attract more African-American students and faculty</li> </ul>
<b>November 5, 1969</b>	<ul style="list-style-type: none"> <li>■ Law school closed for day of deliberation by the faculty, student body and administration regarding the Indictment; Tripartite Commission of three members each of the black law students, the Student Bar Association and the faculty established to address the Indictment</li> </ul>
<b>May 6, 1970</b>	<ul style="list-style-type: none"> <li>■ Tripartite Commission's "Strategy for Change" published recommending major curricular changes, including development of clinical education programs</li> <li>■ Entire law school community voted to approve Strategy for Change and an Implementation Task Force was created</li> </ul>

<b>Fall 1971</b>	<ul style="list-style-type: none"> <li>■ Number of black law students increased to 110, about 20% of the law school's student body</li> </ul>
<b>1977</b>	<ul style="list-style-type: none"> <li>■ Rutgers brief written by law faculty, with assistance of clinical law students, filed in <i>Regents of the University of California v. Bakke</i>, supporting affirmative action in professional school admissions</li> </ul>
<b>June 1978</b>	<ul style="list-style-type: none"> <li>■ U.S. Supreme Court rendered a divided decision in the <i>Bakke</i> case striking down racial quotas or set-asides, but permitting race to be considered as a "plus factor" in an otherwise racially neutral process</li> </ul>
<b>October 1978</b>	<ul style="list-style-type: none"> <li>■ Law school admissions committee held five days of open public hearings about how the law school should respond to <i>Bakke</i>, and the committee, with five student members voting in favor of continuing MSP, submitted a report to the faculty recommending it be continued; at an open faculty meeting, the decision, by a vote of 33-3, was to expand MSP to 30% of the entering class (up from 25%) and to redefine the term "minority" to include "disadvantaged white applicants" (at a time when many universities were cutting back their affirmative action efforts in response to <i>Bakke</i>)</li> </ul>
<b>May 1997</b>	<ul style="list-style-type: none"> <li>■ OCR letter to Rutgers Law School raises questions and concerns about MSP</li> </ul>
<b>November 1998</b>	<ul style="list-style-type: none"> <li>■ Faculty unanimously voted to augment the MSP committee and charged it with reviewing MSP and determining whether changes in it were required</li> </ul>
<b>September 1999</b>	<ul style="list-style-type: none"> <li>■ After a lengthy and detailed study, a divided committee submitted its report to a divided faculty and the committee majority recommended that the law school implement a "unitary process with a single Admissions Committee considering all applicants and making all admissions decisions" instead of the dual regular/MSP admissions process; MSP would remain as a post-admission support and enrichment program</li> </ul>
<b>October 28, 1999</b>	<ul style="list-style-type: none"> <li>■ Augmented MSP study committee made introductory presentation to faculty of report's main features</li> </ul>
<b>November 16, 1999</b>	<ul style="list-style-type: none"> <li>■ At a faculty meeting open to the entire Rutgers Law community, members of the committee, including student members not eligible to vote, made detailed presentations of their positions</li> </ul>
<b>November 18, 1999</b>	<ul style="list-style-type: none"> <li>■ Faculty convened again, initially in open session and then in executive session, to discuss the report with the record augmented by memoranda submitted by the Student Bar Association</li> </ul>
<b>November 20, 1999</b>	<ul style="list-style-type: none"> <li>■ At an all-day meeting, the faculty considered three options: (1) the unitary process recommended by the committee; (2) a minority approach championed by Professor Blumrosen that would reduce the weight given to LSAT scores for most applicants; and (3) continuation of the existing MSP; of the three,</li> </ul>

the committee approach was supported by more than 70% of the voting faculty and each of the other two by about 15%; after the committee's unitary process was modified by the Tractenberg amendment (to permit all applicants to check a box indicating that they preferred to be considered primarily on numerical or non-numerical indicators, as well as a box to indicate they wished to participate in the post-admission MSP), the faculty adopted the amended process by an overwhelming vote (one no vote and three abstentions), but with a three-year sunset provision

<b>Fall 2002</b>	<ul style="list-style-type: none"> <li>Faculty reviewed the unitary admissions process and voted to continue it in operation</li> </ul>
<b>July 2008</b>	<ul style="list-style-type: none"> <li>OCR formally notified Rutgers that it had closed out the matter</li> </ul>
<b>2003-2009</b>	<ul style="list-style-type: none"> <li>Under the unitary admissions process, between 35 and 41% of Rutgers Law's total enrollment were students of color and, during that same period, between 33 and 41% of the law school's graduates were students of color</li> </ul>
<b>1970 to present</b>	<ul style="list-style-type: none"> <li>About 3,000 people of color, and a like number of women, have graduated from Rutgers Law School</li> </ul>
<b>July 2016</b>	<ul style="list-style-type: none"> <li>MSP expands to Camden following merger of Rutgers Newark and Camden</li> </ul>
<b>April 14, 2018</b>	<ul style="list-style-type: none"> <li>50th anniversary MSP celebration</li> </ul>

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**Monroe Balton '75**

1975–1977

**Oliver B. Quinn '75**

1977–1981

**Erias Hyman**

1981–1982

**J. Roi Jones**

1982–1984

**Sarah Wiggins Mitchell**

1984–1986

**Janice Robinson**

1986–1996

**Nina Mitchell Wells**

1996–1997

**Marcia Wilson Brown '94**

1997–1999

**Cynthia Maner Campbell '91**

1999–2000

**Ronald K. Chen '83**

Fall 1994

2000–2001

**Kenneth Padilla '95**

2001–2006

**Pascale Charlot Walker**

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**Yvette Bravo-Weber**

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**Rhasheda Douglas '02**

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## Commemorating MSP

### Marcia Wilson Brown '94

*On the occasion of the 32nd anniversary of the  
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A court filled with barristers to help run the joint,  
With advice and consent from the Council of Esteemed Judges or those  
better known as "faculty," and input from the people of the kingdom  
better known as the "people electric"  
Together they learned about the rule of law and the search for justice.  
*And so it was said. Let it be heard.*

Well, the kingdom lived long and prospered  
Highly regarded in the land.  
And although most of the people were of

*The same culture  
And spoke the same language  
And shared the same sex  
And wore the same complexion*

For a time, everyone looked around the kingdom and saw that it was good.  
But soon, throughout the land, the waters were troubled  
The people of the land who were outside the kingdom began marching  
outside the kingdom doors  
They cried out to the kingdom saying "rise up against the tyranny of the law"  
And they shouted "justice for all"  
And they marched:

*For open doors  
And open minds  
And conscious  
And principle.*

---

And for the first time that anyone really knew  
The people of the kingdom called Rut-gers  
Looked around and saw that all was not good.  
For the kingdom that prospered and taught the rule of law and urged a search for justice  
did not hold all of the faces and all of the voices of the people of the land.  
And so they were challenged by the outsiders, chided by the insiders and fearful for the future,  
especially when the man called "Dreamer" was eliminated...

And so they stopped. And the kingdom went silent, while the dean and the court and the  
council of esteemed judges and the people electric went into deep reflection

And after a time, the people of the kingdom called for a new day  
And they proclaimed that just-us must become just-is (the root word of justice), and that history  
must go forward and they decided to build a better kingdom

*And a place within a place was born  
And the kingdom went on a new journey  
With new faces and old faces  
With similar voices and different voices  
With common language and other languages*

#### And this place within a place was called MSP (Many Smart People)

So it was said. Let it be heard.

And through the years of creating the place within a place, the kingdom  
never stopped prospering

The wonderful, magical, difficult, challenging, painful, progressive, changing years, when the  
people of the kingdom came to learn the reasons why and the arguments for and against  
and to reconcile the rule of law with

*A sense of community  
And race  
And class  
And culture*

And how to grapple with the question "what is the value of a human being" in an era where even  
DNA is a market commodity"

Well....MSP thrived and the place within a place produced

*A new court  
New barristers  
New judges*

And people who created new fertile areas and expanded the rule of law across the land to  
accommodate all of the people, all of the faces, all of the voices, and all of the hopes  
and defeated the one called Destroyer who came to the land to deny Rutgers and other  
kingdoms a place within a place

And through sung and unsung, named and unnamed, MSP birthed a diaspora that blossomed  
and burst forth with a passion for change and excellence

*And a glorious mantra issued forth: The people's Electric Law School live long and prosperous!  
In a place called New-House  
In a city called New-Ark  
In a kingdom called Rutgers  
And so it was said. Let it be heard.*



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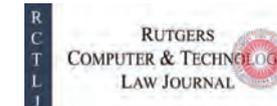
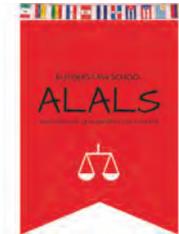
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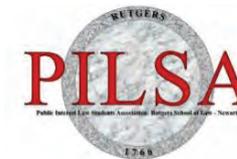
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On the occasion of the 50th anniversary of the MSP, the goal is to raise \$1.5 million to create 12 new endowed summer internships for first year MSP students in public interest organizations or government service.

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# MSP 50 Celebration 1968-2018



# MSP Alumni Endowment Fund Capital Campaign

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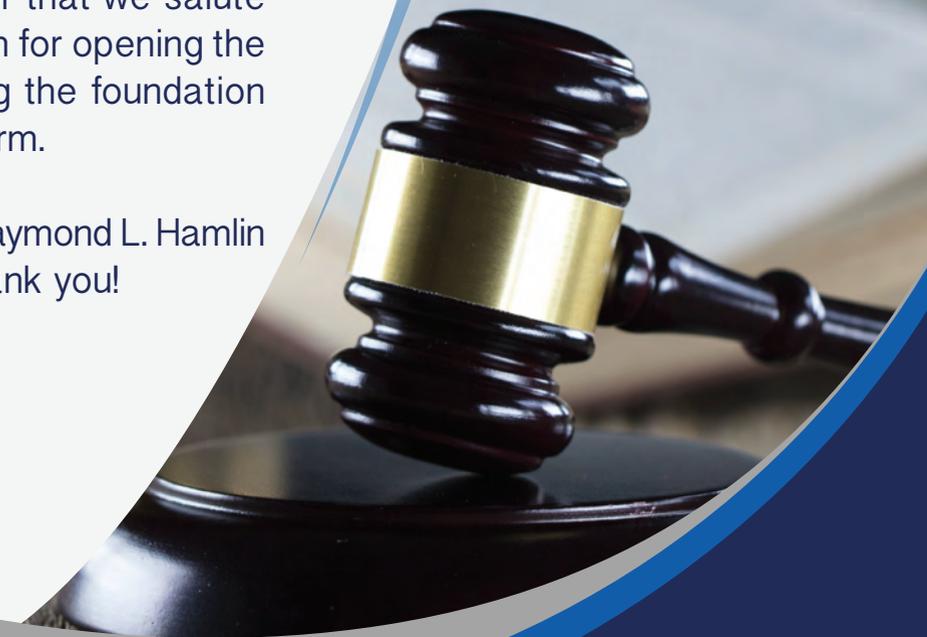
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on its

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On behalf of Ronald C. Hunt, Raymond L. Hamlin and the Late Terry Ridley, Thank you!



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