

**Self Evaluation – Faculty of Law –**  
**Action Plan for Implementation of the Committee's Recommendations**

Committee's recommendations [Essential (E) / Advisable (A)] (June 2015)	Action Plan Faculty's (F) response / University Administration (U) (August 2015)	Schedule (Month/Year)
<b><u>Teaching and Learning Outcomes</u></b>		
<b>Essential (E):</b>		
<p><b>E1.</b> As we discuss in more detail in our general report, we recommend that Haifa collect comprehensive and detailed data on placement outcomes (both internships and permanent employment) for their students and publish those data on their website. For students considering studying law, knowing up front how many graduates find internships, and of what sort, as well as their permanent employment will be enormously valuable. Likewise, better data on students and outcomes will aid Haifa in meeting its mission and goals.</p>	<p><b>(F)</b> Since academic year 2013-2014, we have been collecting organized data on internship placement. The recommendation to do the same regarding permanent employment is indeed excellent and we shall start collecting the data ASAP. We agree that the data will be very valuable. Dean Gad Barzilai will issue guidelines to the faculty staff by October 2015.</p>	<p>The project will begin in October 2015 and be completed by June 2016 and thereafter be updated regularly.</p>
<b><u>Infrastructure</u></b>		
<b>Advisable (A):</b>		
<p><b>A1.</b> The Haifa Law Faculty needs a new building that will have sufficient space to hold its expanding activities. In designing that new space, should it be approved, specific attention should be given to providing more student space and other ways to increase student presence.</p>	<p><b>(F)</b> The Faculty and Dean Gad Barzilai have made this issue one of their most important aims. The University has already allocated land for the building. Construction of the building will be funded through donations. Some of the required funds have already been received. Much will depend on the University Administration's ability to develop the remaining resources. When planning the building, emphasis will be given to space for students.</p> <p><b>(U)</b> The University of Haifa Administration is doing its utmost to develop the resources to realize this important objective.</p>	<p>The Faculty expects to move to its new building by October 2020.</p>

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<b>Mission and Goals</b>		
<b>Advisable:</b>		
<p><b>A2.</b> We recommend that the Faculty and students, with full endorsement and support from the University, continue in its efforts to achieve diversity, particularly with respect to Arab students, alumnae/i, and faculty. For instance, the University might show such support by giving the Dean and Faculty all possible assistance to endow those programs over the long term.</p>	<p><b>(F)</b> Indeed, the Faculty is fully committed to its diversity both at the Faculty and student level. Recently, the Faculty established a forum to mobilize more Arab-Palestinian students to apply to our Faculty. Furthermore, an additional Arab-Palestinian faculty member has just received tenure. In order to continue our efforts to increase diversity, the Faculty will need about \$200,000 annually from the University to help Arab-Palestinian students better integrate and improve their academic success.</p> <p><b>(U)</b> See response to Recommendation A1.</p>	October 2016
<b>Study Programs</b>		
<b>LLB program</b>		
<b>Advisable:</b>		
<p><b>A3.a</b> We recommend that the faculty devote attention to thinking through the goals of its clinical program, and, in particular, how to make sure that specific skills are taught across the different clinics.</p>	<p><b>(F)</b> The Faculty has established a legal clinic committee to discuss this issue. The plan is to strengthen students' theoretical and practical skills in line with the vision of making a social change through law, focusing on marginalized groups and minorities. In addition, the Faculty expects the University of Haifa to enlarge today's 60% positions of legal clinical faculty to 100%.</p>	February 2016
<p><b>A3.b</b> We recommend that the faculty look closely at the integration of the "joint degree" programs to make sure that they do not simply stack one set of requirements on top of another, leading to impossible course loads for students. Although we did not find that this was happening at Haifa, we subsequently encountered this</p>	<p><b>(F)</b> As the distinguished committee notes, we do not have such a problem here. However, I have instructed our LLB faculty advisor and the relevant administrative staff to look into the issue and report to me by the beginning of our academic year.</p>	October 2015

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problem elsewhere.		
<b>Ph.D. program</b>		
<b>Advisable:</b>		
<p><b>A4.a</b> For all Ph.D. students, there should be a required seminar on the theory and methods of research in law, taught by senior members of the standing faculty with the participation of faculty members from other disciplines. The course should deal with major trends and approaches in jurisprudence, theories of law, and research methods.</p>	<p><b>(F)A4.a</b> This recommendation has already been executed. Beginning this academic year, the PhD program includes a new required seminar on theory and methodologies, both quantitative and qualitative, for research in law. It deals with major issues, trends and approaches in jurisprudence, theories and research methods. Senior tenured faculty members with diverse training in quantitative and qualitative research and varied theoretical and jurisprudential background lead it. Faculty from other disciplines, participate as well.</p>	October 2015
<p><b>A4.b</b> The goals of the program should be clarified and then the structure should be tailored to meet those goals. For students who are on an explicit or implicit "academic" track, additional support should be provided, including efforts to help Haifa Ph.D. candidates develop the kinds of contacts with foreign scholars that students who go abroad for their Ph.D.s develop as a matter of course. This is particularly important for candidates who, for family or economic reasons, cannot go abroad for advanced training. If finances permit, participation in international conferences and residencies at foreign law schools from a few weeks to a full semester while writing the dissertation would both aid Haifa Ph.D. candidates to develop as scholars, and make it more likely that they will be able to find academic positions. This approach will create researchers who are aware of what is happening in the field outside of Israel and have connections with</p>	<p><b>A4.b</b> Our PhD program aspires to train our PhD candidates in law research and give them a strong knowledge of theories, methodologies and jurisprudence. Since the academic legal labor market is relatively small, we do not make a formal distinction between an academic track and a practical track. I have asked our PhD Director to look into the trajectories of such an institutionalized distinction and she will submit her recommendations to me by December 2015. In fact, our PhD candidates are strongly encouraged to attend international conferences both in Israel and abroad, and some of them do it. We offer modest scholarships above the usual PhD scholarships to those among them who publish at least one article in a scientific law journal in either English or Hebrew. Further and more training</p>	December 2015

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academics abroad, but who write in Israel with a focus on the Israeli context.	along the lines of international conferences and at least two articles before entering the labor market will demand more university funding. A few months ago, we launched a joint international PhD program with three other European universities. Such a program and several others will allow us to send PhD students overseas for at least one semester to complete their writing. These efforts allow our students to develop connections with foreign scholars.	
<b>A4.c</b> Finally, for candidates on the academic track, it is particularly unfortunate (for the candidates and for Haifa's LLB students) that they are not hired as teaching assistants. We understand that this is because Ph.D. candidates are more expensive than LLM students, upper level students or practicing lawyers, but is, nonetheless, unfortunate for both the candidates and for the LLB students.	<b>A4.c</b> We agree. I have instructed the administrative staff to invest more efforts in hiring PhD candidates as TAs, despite the high financial costs. We aspire to see more of them teaching as TAs beginning the second academic semester.	January 2016
<b>Students</b>		
<b>Advisable:</b>		
<b>A5.</b> We recommend that the efforts to support Arab students be intensified by providing an intensive summer program in Hebrew for these students, and that Arab upperclassmen or graduates of the faculty serve as support personnel for the course. We saw in other institutions that this type of combination expresses to the students the importance of this matter, and intensifies their motivation to study Hebrew.	<b>A5.</b> The Faculty is devoted to offering its Arab students a four year program and then a special program to increase the success rate of students trying to pass the Bar exam. Arab upperclassmen/women and graduates participate in the program as instructors and support personnel. We begin the training even before the start of the first academic year by offering a required pre-school training program, with Arab upperclassmen/women and graduates participating as instructors and support personnel.	December 2015

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	Offering the entire program also during the summers of the second, third, and fourth years will entail a financial cost that is beyond the Faculty's financial abilities. It demands more University support or donations. I have asked our administrative staff to look into the financial trajectories of such a possibility and a report will be submitted to me in a few months.	
<p><b>A6.</b> We recommend that the faculty further develop courses and programs connected to religious law and the comparison between Jewish and Islamic law. We further recommend the development of courses on law in the Middle East. These two areas can potentially bring to positive expression the unique encounter between Jews and Arabs in Haifa.</p>	<p><b>A6.</b> Currently, the Faculty offers a required course in Hebrew Jewish law and three optional-required courses where the students are asked to choose one of the three: advanced Hebrew Jewish law, Christian canonical law, and Muslim law. These courses allow students to compare the corpora of various religious legal texts. Yet, the idea to establish a Center for Middle East Laws is very engaging and Dean Gad Barzilai will establish a committee of three faculty members to draft a proposal for this purpose. I have instructed the committee to submit a draft of the proposal soon. Obviously, the University will have to assist in getting donations for this purpose.</p>	February 2016
<p><b>A7.</b> Finally, we recommend that the faculty consider offering a course on Islamic law and/or Muslim family law taught in Arabic for Arabic speakers, something that is particularly necessary given Haifa's unique role.</p>	<p><b>A7.</b> It is a good idea and I have instructed my administrative staff to check the costs. We hope to offer such a course beginning academic year 2016-2017.</p>	October 2016