During this academic year, Associate Dean Doug Cook and I conducted a review of Professor Stern’s performance. This included a review of his teaching (including student course evaluations), and scrutiny of his service and scholarship. Professor Stern also wrote a self-assessment, which we reviewed.

Professor Stern’s performance in the area of teaching is commensurate with the level of performance and proficiency required for the rank of Professor. Professor Stern does a very good job with his teaching. He receives positive student course evaluations, and the students’ comments reflect the rigor of his classroom, as well as the ways he drives the students deeply into the material. He successfully integrates both a Biblical integration perspective and a bar preparation emphasis into his courses. I very much appreciate the extra contribution he made to the National Legal Policy course and the Professional Skills Practicum.

Professor Stern’s performance in the area of scholarship is commensurate with the level of performance and proficiency required for the rank of Professor. Professor Stern is an active and effective scholar. His three shorter works produced this year are interesting, appropriate, and further our mission. I also appreciate that he is at the same time continuing to work on a longer, more traditional law review article, which he plans to complete during his upcoming (if granted) sabbatical.

Professor Stern’s performance in the area of service is commensurate with the level of performance and proficiency required for the rank of Professor. Professor Stern’s service continues to be exemplary. His self-assessment sets forth his many areas of effective service, both in and outside the university, which seem to have increased in number this year, thanks to additional roles we have assigned to him, and others that have come his way. I appreciate his willingness to shoulder such a significant service load. As always, his continuing service as Chair of our Admissions Committee is an important factor in the law school’s success, especially as we seem to be in the midst of a very productive admissions season.

Craig Stern
Date

Dean Jeffrey Brauch
Date

Faculty member comments:
DEAN’S PERFORMANCE ASSESSMENT OF CRAIG STERN
FOR ACADEMIC YEAR 2011-2012

During this academic year, Associate Dean Doug Cook and I conducted a review of Professor Stern’s performance. This included a review of his teaching (including student course evaluations), and scrutiny of his service and scholarship. Professor Stern also wrote a self-assessment, which we reviewed.

Professor Stern’s performance in the area of teaching is commensurate with the level of performance and proficiency required for the rank of Professor. Professor Stern is a very good teacher. He receives positive student course evaluations, both in terms of the SET numerical scores and student comments. He is very rigorous in the classroom, and students are challenged to think deeply and analytically about the subject matter. In addition, Professor Stern does a good job integrating both Biblical principles and bar preparation into his courses. He does a good job as well with his student advising responsibilities.

Professor Stern’s performance in the area of scholarship is commensurate with the level of performance and proficiency required for the rank of Professor. Professor Stern is a consistent and effective scholar. He has published two pieces this year, and a third has been accepted for publication (in The Idaho Journal of Law and Public Policy). I am very much looking forward to reading his article on the insanity defense (his sabbatical project).

Professor Stern’s performance in the area of service is commensurate with the level of performance and proficiency required for the rank of Professor. Professor Stern’s service is exemplary. His self-assessment sets forth his many areas of effective service, both in and outside the university. His continuing service as Chair of our Admissions Committee is an important factor in the law school’s success. Professor Stern is also active in his church.

Craig Stern  
5.2.12
Date

Dean Jeffrey Brauch  
5.2.12
Date

Faculty member comments:
DEAN'S PERFORMANCE ASSESSMENT OF CRAIG STERN

FOR ACADEMIC YEAR 2012-2013

During this academic year, Associate Dean Doug Cook and I conducted a review of Professor Stern’s performance. This included a review of his teaching (including SET results), and scrutiny of his service and scholarship. Professor Stern also wrote a self-assessment, which we reviewed.

Professor Stern’s performance in the area of teaching is commensurate with the level of performance and proficiency required for the rank of Professor. Professor Stern is a good teacher, but I am challenging him to consider some adjustments to enhance his performance in this area. A review of his Fall 2012 Student Evaluation of Teaching (SET) report reveals some areas for improvement. The University sets 90% positive student responses (4 or 5 on the 5-point scale) as a benchmark goal; Professor Stern’s aggregate percentage for Fall 2012 was below that (for the previous fall, his aggregate percentage was 90%). In Criminal Law, which is by far the largest course that Professor Stern teaches, and also the only required course, his overall positive SET score for Fall 2012 was 85%. Additionally, in that course I am concerned about the results for four specific questions that I regard as having particular importance and significance: Whether the course is well organized (79%); whether the instructor sets clear goals for student learning (67%), the overall effectiveness of the teacher (79%); and whether the course overall was a valuable learning experience (76%). All of these numbers need to be higher. In addition, the student comments to the SET narrative questions reveal other areas for improvement. For example, some students thought that the Criminal Law course focused too much on “theory,” and not enough on practice. Some of these students may not have understood, however, that theoretical presuppositions are often the primary drivers of practical arguments. I am thus asking Professor Stern to do the following:

1. Review all of his syllabi, and especially Criminal Law, with an eye toward whether he can bring greater clarity for students regarding the course’s overall organization. Also, make sure that his syllabi articulate clearly-defined student learning outcomes for the course. He should review at least his Criminal Law syllabus with Dean Cook before the next time he teaches the course.

2. On a day-to-day basis, before each class, plan a clear structure for the day that includes student learning outcomes for that day. Then articulate those learning outcomes to the class at the start of each day, and make sure they are achieved. Try to bring an obvious and transparent organizational structure to each day’s class, to make it easier for students to follow.

3. For Criminal Law, develop a paradigm and a plan not only for allocating time and course focus between theory and practice, but also for explaining to students on a more frequent basis the ways in which the theory supports and leads to the practice. Review this with Professor Cook before the next time Criminal Law is taught.

4. For class devotions, consider more emphasis on Biblical/doctrinal teaching/sharing, and not so much on hymn-singing. This was the subject of recurring student comments.
I do not want Professor Stern to be less rigorous, or to stop challenging his students at the highest levels of academic discourse. But I believe he can be both rigorous, and more organized and effective as a teacher.

**Professor Stern’s performance in the area of scholarship is commensurate with the level of performance and proficiency required for the rank of Professor.** Professor Stern is doing a very good job with his scholarship. The three pieces he describes in his self-assessment are very appropriate, and I agree with his conclusion that he is currently in compliance with our faculty workload policy regarding scholarly productivity. I appreciate the quality and the consistency of his publication efforts.

**Professor Stern’s performance in the area of service is commensurate with the level of performance and proficiency required for the rank of Professor.** Professor Stern’s service is exemplary. His self-assessment describes many areas of effective service, both in and outside the university, including in the profession. I also very much appreciate his continuing service as Chair of our Admissions Committee, in a challenging admissions climate. I am very pleased that he has agreed to assume a leadership role in the Center for Global Justice, Human Rights, and the Rule of Law. I believe he is going to be very successful in that role. I am also thankful for Professor Stern’s excellent work leading an ad hoc committee on the proper number of required credit hours for the JD program.

Craig Stern  
Date

Dean Jeffrey Brauch  
Date

Faculty member comments:
DEAN'S PERFORMANCE ASSESSMENT OF CRAIG STERN

FOR ACADEMIC YEAR 2013-2014

During this academic year, Associate Dean Doug Cook and I conducted a review of Professor Stern's performance. This included a review of his teaching (including SET results), and scrutiny of his service and scholarship. Professor Stern also wrote a self-assessment, which we reviewed.

**Professor Stern’s performance in the area of teaching is commensurate with the level of performance and proficiency required for the rank of Professor.** Professor Stern is doing a good job with his teaching. Professor Stern continues to teach with rigor, taking the students deeply and thoughtfully into the materials. He seems to be striking an appropriate balance between theory and practice, when necessary, and also emphasizing to students why this is often a false dichotomy. He also continues to do a good job with his advising and mentoring of students. Last year, I challenged him to consider some adjustments to the way he teaches, to enhance his performance in the areas of course organization and setting clear goals for student learning. As a result of his careful attention to these matters, his SET results since then have indicated a significant increase (in the areas where they were somewhat too low), and he now is seeing very positive results (and very high numerical scores) in all of the areas that had been a concern. I appreciate his responsiveness in this regard, and I am pleased (but not surprised) with the results.

**Professor Stern’s performance in the area of scholarship is commensurate with the level of performance and proficiency required for the rank of Professor.** Professor Stern is doing a very good job with his scholarship. He is more than satisfying expectations in this area. His publishing of shorter essays helps keep Regent’s name (and his reputation as a scholar) vibrant in the academic arena, and the pieces themselves are thoughtful and significant. His placement of his *Mens Rea* article in the Capital University Law Review is excellent, and I look forward to seeing where his *Esther* article will be placed. I am excited about his global-focused next writing project; I appreciate his engaging a new (for him) scholarly direction.

**Professor Stern’s performance in the area of service is commensurate with the level of performance and proficiency required for the rank of Professor.** Professor Stern’s service is exemplary. His self-assessment describes many areas of effective service, both in and outside the university, including in the profession. His service as Executive Director of the Center for Global Justice, Human Rights, and the Rule of Law is going very well. The Center is thriving under his leadership.

Craig Stern 4/16/14

Dean Jeffrey Brauch 4-16-14

Faculty member comments:
DEAN'S PERFORMANCE ASSESSMENT OF CRAIG STERN
ACADEMIC YEAR 2014-2015

During this academic year, Associate Dean Eric DeGroff and I, in my role as law school dean, conducted a review of Professor Stern's performance. This included a review of teaching, including student evaluations of teaching (SET), as well as Professor Stern's service and scholarship. Professor Stern also wrote a self-assessment, which we reviewed.

Professor Stern's performance in the area of teaching is commensurate with the level of performance and proficiency required for the rank of Professor. Professor Stern is a rigorous teacher, but strikes an appropriate balance between theory and practice. His SET scores for spring and fall 2014 were good, reflecting scores for most categories of close to or above 90%. His lowest score for Criminal Law pertained to course organization. His knowledge of the subject area is very good, and he is able to take strong students deeply into relevant issues, but I have challenged him to consider some adjustments to his course organization and presentation to ensure that all students can follow his thinking. I appreciate his efforts in this regard and note the improvement in his student evaluation scores in recent years.

Professor Stern's performance in the area of scholarship is commensurate with the level of performance and proficiency required for the rank of Professor. Professor Stern has a strong record of scholarship. His essays and articles are well written and insightful, consistent with the Christian mission of the law school, and have earned him a well-deserved national reputation as a scholar, as reflected by the fact that he has been asked to write a chapter for a two-volume treatise on the insanity defense. His article on human rights and the rule of law in East Africa specifically furthered the mission of the Center for Global Justice, for which Professor Stern now serves as Executive Director.

Professor Stern's performance in the area of service is commensurate with the level of performance and proficiency required for the rank of Professor. Professor Stern serves the university and the law school in a variety of helpful ways, as detailed in his Self-Assessment. He demonstrates his importance as a team player by the numerous recruitment events he assists with. Perhaps his most significant service is his outstanding work as Executive Director of the Center for Global Justice, and his engagement of the profession with his scholarship on the Christian heritage of our law.

Craig Stern  7.7.16  Jeffrey A. Brauch  6.30.15

Faculty Member Comments

I wish to note that the year M.A. studied in criminal law, in their first semester with us, gave a 98% positive response for the course, over 100% for your organization.