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The Minnesota-Uppsala Exchange: A Retrospective on 25 Years of Success

Introduction: A Model Exchange Program

The year 2008 marked the 25th anniversary of the remarkably successful exchange program between the University of Minnesota Law School and the Uppsala University Law Faculty. The two schools have much to celebrate: 55 faculty members and 497 students¹ from the two universities have participated in the program, producing significant collaborative international scholarship and broad international education as a result. In addition, the exchange has involved library resources and alumni of both schools. Other law schools planning to develop exchange relationships would do well to model their programs on the Minnesota-Uppsala experience.

This Article proceeds in four parts. First, the Article tracks the origins and development of the Minnesota-Uppsala relationship. Next, the Article discusses the details of establishing the faculty exchange agreement. The third part reviews the development of the student exchange program. And the Article concludes with a discussion of two other categories of exchange—library and alumni—and the benefits that each provides. Key to the success of the Minnesota-Uppsala exchange program is that it involved all four of those constituencies.

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¹ This includes 13 participants in the 2008-09 academic year.

I. The Minnesota-Uppsala Relationship: Origins and Development

Minnesota's ties to Sweden are older than the state itself. Many Minnesotans seem to have a Swedish great-grandparent somewhere in the family, and one does not have to drive around Minnesota for long before seeing a Swedish flag flying alongside the Stars and Stripes. Our local phone books overflow with Johnsons, Petersons and Paulsons. And a prominent Minnesota cultural heritage landmark is the Swedish-American Institute in Minneapolis.

Despite these deep and lasting cultural ties, the University of Minnesota Law School, founded in 1888, had no formal ties to any Swedish educational programs for the first 96 of its 121 years. Shortly after I became Dean of the University of Minnesota Law School in the fall of 1979, the faculty of the Law School and I sought to correct this. We observed that the practice and scholarship of law was becoming increasingly global. As a new Dean, I believed that the curriculum and entire program of University of Minnesota Law School should reflect the increased international nature of the law, and that forming a tie with a top Scandinavian university would reap great long-term benefits for the students, faculty, library and alumni of both universities.

Serendipitously, Dr. Jan-Erik Wikström, the Swedish Minister of Education, happened to visit Minnesota on a cultural relations trip in the fall of 1980. I arranged to meet with Minister Wikström to discuss the possibility of an exchange program between the University of Minnesota Law School and a Swedish University. Minister Wikström suggested that the Uppsala University Law Faculty would be a good exchange partner, and he advised us to contact Dr. Stig Strömholm, Dean of the Uppsala University Law Faculty.²

On October 30, 1980, I wrote Dr. Strömholm a letter referencing Minister Wikström's visit and expressing interest in developing an exchange program.³ I touched upon the University of Minnesota's strong

² Dr. Strömholm, we soon learned, was an enormously accomplished scholar and talented individual. Among other things, Dr. Strömholm had earned doctorates in two subjects and had written novels in three languages. In 1980, after serving as Dean of the Law Faculty for six years, Dr. Strömholm had recently been appointed Vice Rector of Uppsala University. He later was to serve as Rector of Uppsala University.

³ See Letter from Dean Robert A. Stein, University of Minnesota Law School to Professor Stig Strömholm, University of Uppsala, Oct. 30, 1980 (on file with author).

focus on Scandinavian studies. I noted, among other things, that the University of Minnesota Law Library included a substantial number of Swedish documents and legal periodicals, and that the broader University Library included "one of the largest Scandinavian collections in the U.S. ..." The University of Minnesota Law School faculty also included some of the most respected international law scholars in the nation, including Professors Robert Hudec (private international law), David Weissbrodt (international human rights law), and Fred Morrison (public international law). Ultimately, I concluded: "What we have in mind is the possibility of entering into an agreement between our institutions that could lead to an exchange of library materials, and exchange of faculty and possibly some joint programs for our respective students here and at Uppsala."

We did not wait long for a reply; Dr. Strömholm wrote back just over a week later, on November 7, 1980.⁶ Dr. Strömholm was "pleased and greatly honoured" by our letter and expressed the "greatest interest" in pursuing our proposal for an exchange. At the time of writing, however, Dr. Strömholm had left the Law Faculty deanship to become Vice Rector of Uppsala University.⁷ As a result, he forwarded our letter to the new Law Faculty Dean, Anders Agell.⁸ Vice Rector Strömholm warned that Uppsala University had only limited "material resources," but concluded: "I hope that something valuable will come out of your initiative …" The initial idea had been set in motion.

We shared Vice Rector Strömholm's encouraging letter with other members of the University of Minnesota Law School and the broader University. ¹⁰ Meanwhile, Dean Agell had received our letter from Vice Rector Strömholm and was considering it seriously. On Nov. 28, 1980, Dean Agell wrote to us: "We are interested to cooperate, although we re-

⁴ *Id*.

⁵ Id

⁶ See Letter from Vice President Stig Strömholm, University of Uppsala, to Dean Robert A. Stein, University of Minnesota Law School, Nov. 7, 1980 (on file with author).

⁷ Id.

⁸ *Id*

⁹ *Id*

¹⁰ See Letter from Nils Hasselmo, Vice President for Administration and Planning, University of Minnesota Law School, to Dean Robert A. Stein, University of Minnesota Law School, Nov. 21, 1980 (on file with author).

commend a start step by step without far-reaching responsibility."¹¹ Dean Agell wrote that despite Uppsala University's limited economic resources, they were "very positive" about the proposal and wanted to discuss the matter further.¹²

Luckily, Dean Agell already had travel plans in place that would bring him to North America: he was planning to attend a law conference in Edmonton, Alberta, in May, 1981.¹³ Dean Agell proposed visiting the Law School in Minneapolis either before or after his Canadian trip.¹⁴ We wrote back immediately that the University of Minnesota Law School would be "delighted" to host him on a visit to Minnesota.¹⁵ Dean Agell promptly arranged to come through Minnesota on his way home from Canada.

Dean Agell arrived in Minneapolis on June 1, 1981.¹⁶ He was accompanied by Ulf Jensen, a young Uppsala University Law Faculty colleague.¹⁷ Over the course of five days, Dean Agell and Professor Jensen met with me and other Minnesota faculty members over coffee, classes, and even local sightseeing.¹⁸ During the visit, Dean Agell, Professor Jensen and I developed the bare bones of an exchange agreement.¹⁹ We worked extensively over the coming months to develop the exchange program details, each party visiting the other's campus on multiple occasions²⁰ to work out the logistics for a successful long-term exchange relationship.

¹¹ Letter from Dean Anders Agell, Uppsala University, to Dean Robert A. Stein, University of Minnesota Law School, Nov. 28, 1980 (on file with author).

¹² Id.

¹³ *Id*.

¹⁴ *Id*.

¹⁵ Letter from Dean Robert A. Stein, University of Minnesota Law School, to Dean Anders Agell, Uppsala University, Jan. 7, 1981 (on file with author).

¹⁶ See Tentative Itinerary for Dean Anders Agell and Professor Ulf Jensen June 1–6, 1981 (on file with author). At the time, the Minnesota academic calendar extended into June, while in recent times classes end in early May.

¹⁷ Id.

¹⁸ Id.

¹⁹ See Memorandum from Fred Morrison, University of Minnesota Law School, to Deans Anders Agell, Uppsala University, and Robert A. Stein, University of Minnesota Law School, June 5, 1981 (on file with author).

²⁰ I first visited Uppsala the week of Sept. 7, 1981. See Letter from Dean Robert A. Stein, University of Minnesota Law School, to Karin Linton, Executive Director, Fulbright Commission, July 27, 1981 (on file with author). I visited again from May 6–22, 1982. *See* Letter from Dean Robert A. Stein, University of Minnesota Law School, to Dean Anders Agell, Uppsala University, Jan. 28, 1982 (on file with author).

II. Establishing the Structure of the Initial Minnesota-Uppsala Faculty Exchange

In 1980, the Uppsala University Faculty of Law included 15 full professors, six "docents"—non-permanent professors—and nine full-time lecturers including doctors in law and judicial clerks.²¹ This meant about 30 full-time teachers, plus an addition 50 practitioners serving as adjunct faculty.²² The student body stood around 1500, and the official study time was 4.5 years (although, as Dean Agell noted, most students took longer).²³ The University of Minnesota Law School faculty was a similar size: about 30 full-time faculty, and 30 part-time faculty.²⁴ Minnesota had less than half the number of students, however, enrolling about 730.²⁵

My initial idea was to model the Minnesota-Uppsala exchange on a pre-existing exchange arrangement the University of Minnesota Law School had with the Universite Jean Moulin (Lyon III) in France. ²⁶ Under the Lyon agreement, one member of the University of Minnesota faculty spent a year at Lyon, and in exchange, a member of the Lyon faculty came to Minnesota for the same period. ²⁷ The Lyon visiting faculty member typically taught a course in civil or comparative law; the University of Minnesota professors in turn taught a course on common or American law. ²⁸ Each university continued to pay the salaries of its own faculty member during the exchange, limiting the program costs to transportation expenses and incidental living expenses. ²⁹

The agreement that Dean Agell, Professor Jensen and I reached in June, 1981, mirrored the Lyon-Minnesota arrangement almost exactly.³⁰

²¹ Letter from Dean Anders Agell, Uppsala University, to Dean Robert A. Stein, University of Minnesota Law School, Nov. 28, 1980 (on file with author).

²² Id.

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²⁴ See Letter from Dean Robert A. Stein, University of Minnesota Law School to Professor Stig Strömholm, University of Uppsala, Oct. 30, 1980 (on file with author).

²⁵ Id.

²⁶ Letter from Dean Robert A. Stein, University of Minnesota Law School, to Dean Anders Agell, Uppsala University, Jan. 7, 1981 (on file with author).

²⁷ Id.

²⁸ Id.

²⁹ Id.

³⁰ See Memorandum from Fred Morrison, University of Minnesota Law School, to Deans Anders Agell, Uppsala University, and Robert A. Stein, University of Minnesota Law School, June 5, 1981 (on file with author).

Dean Agell and I planned for the faculty exchange to begin as early as 1982. The agreement called for faculty exchanges every year, for at least one semester each year. We agreed, however, that the issue of student exchange would be more difficult because of "the economic problem of tuition-charging versus tuition-free schools." While the University of Minnesota charged its students tuition, Uppsala University did not. As a result, the two law schools agreed to start the exchange with faculty members and build from there.³²

The faculty exchange began at a very high level: the first Swedish scholar to participate in the program at the University of Minnesota was none other than the distinguished Vice Rector, Stig Strömholm, who in 1980 had first encouraged us to pursue an exchange relationship. Vice Rector Strömholm taught at Minnesota in the fall, 1982 semester. On our side, the first Minnesota faculty member to teach in Sweden was Professor Carl Auerbach, my immediate predecessor as Dean of the Law School. Professor Auerbach arrived in Uppsala in the Spring term, 1983, where he taught Civil Rights/Civil Liberties. Eventually, Dean Anders Agell became an exchange participant in 1988.³³

Unfortunately, of the exchange founders, only I have not yet been able to participate in the exchange program. After serving 15 years as Dean, I moved in 1994 to become Executive Director and Chief Operating Officer of the American Bar Association for the next 12 years. I nevertheless was greatly honored in 1993, when Uppsala University awarded me an Honorary Doctor of Laws at the spring commencement ceremonies. In 2006, I returned to the faculty of the University of Minnesota Law School as Everett Fraser Professor of Law.

³¹ Id.

³² See Agreement, Faculty of Law of Uppsala University and The Law School of the University of Minnesota, Aug. 27, 1981 (on file with author).

³³ Unfortunately, Dean Agell died on Nov. 6, 2008, after a battle with cancer. I am pleased that I had an opportunity to visit with him a final time in May, 2008, when I traveled to Uppsala to participate in an Alumni Day Symposium marking the 25th Anniversary of the exchange.

III. Developing the Basis for a Student Exchange Program

Encouraged by the great success of the first faculty exchange,³⁴ Dean Agell and I immediately solidified plans to add a student exchange to the agreement. A student exchange, however, had to overcome one principal obstacle: the University of Minnesota charged its students tuition, while Uppsala University (and other Swedish universities) did not. As late as 1981, this financial difficulty cast some doubt over the possibility of a student exchange ever existing. It took some creative problem-solving by both schools to strike a deal.

At first, Dean Agell and I diligently explored a number of funding and grant options³⁵ with only limited success. Ultimately, we agreed to a simple yet elegant solution: the Minnesota students studying at Uppsala University would pay tuition for their credits just as they would in the U.S. That money, then, would be used to pay the University of Minnesota for tuition for the Swedish students. This agreement formed the basis for what would become the financial backbone of the student exchange program.

The timing of the exchange presented a second obstacle. Because American law students have only four semesters during which they can take electives, we feared that Minnesota students would not want to devote an entire semester to study in Uppsala. Dean Agell sensed, by contrast, that Swedish students would be eager to spend an entire semester (or more) at Minnesota to improve their English skills and their knowledge of U.S. law. Dean Agell and I decided to start with a middle ground: up to 25 American students would visit Uppsala as part of a month-long summer program for which they would pay tuition. Up to 10 Uppsala

³⁴ The success of the program developed national acclaim fairly promptly. In early 1984, Professor Robert Hamilton of the University of Texas at Austin wrote to me asking to be considered for a faculty position in the Minnesota-Uppsala exchange. *See* Letter from Robert W. Hamilton, Professor of Business Law, University of Texas at Austin, to Dean Robert A. Stein, University of Minnesota Law School, Feb. 6, 1984 (on file with author). Hamilton offered to participate as a faculty member "without a fee or salary." *Id.*

³⁵ See Letter from Patricia McFate, President, The American-Scandinavian Foundation, to Robert A. Stein, University of Minnesota Law School, Oct. 5, 1982 (on file with author) (indicating that the American-Scandinavian Foundation would be unable to provide financial support to the proposed Minnesota-Uppsala student exchange).

students, then, would visit Minnesota for an entire semester. To maintain quality and standards within the exchange program, Dean Agell and I agreed to various checks and balances. For example, each law school's faculty had to approve courses to be taught by the visiting faculty. ³⁶ Second, each school also had to approve a course of study for the students.

In a telephone conversation on March 9, 1982, Dean Agell and I agreed that 10 Uppsala students would visit Minnesota during the 1983-84 academic year. I felt that would provide sufficient time to "finalize the details regarding subsidy of their tuition and lodging arrangements." Meanwhile, my Minnesota faculty colleagues and I worked to develop a curriculum for visiting Swedish students. 38

The first four Minnesota students, meanwhile, visited Uppsala University as part of the 1983 Summer Program, held May 20–June 23.³⁹ The curriculum included Civil Liberties (taught by Professor Auerbach), Introduction to Swedish Law (taught by Vice Rector Strömholm), and Swedish Family Law (taught by Dean Agell)—all taught in English.⁴⁰ Minnesota students were charged a flat tuition that did not vary with the number of courses taken.⁴¹ One year later, the program was well under way, and included 22 American students—eight from the University of Minnesota Law School and the rest from a variety of other law schools in the United States. The course offerings expanded as well and included Access to Justice, Comparative Tax and Fiscal Policy, and Comparative & International Labor Movements.⁴²

As planned, the American summer students paid tuition for their coursework in Sweden. Those funds, in turn, sponsored the Swedish stu-

³⁶ See Letter from Robert E. Hudec, Professor of Law, University of Minnesota, to Nils Mattsson, Professor of Law, Uppsala University, Dec. 20, 1982 (on file with author). See also Letter from Dean Robert A. Stein, University of Minnesota Law School, to Frank B. Wilderson, Vice President, University of Minnesota, Feb. 28, 1985 (on file with author).

³⁷ Memorandum from Robert A. Stein to File, Mar. 11, 1982.

³⁸ Professor Strömholm even offered to hire a student research assistant. *See* Memorandum, Student Research Assistant, Nov. 10, 1982 (on file with author).

 $^{^{39}\,}$ See The University of Minnesota Law School Summer Program (on file with author).

⁴⁰ *Id*.

⁴¹ *Id*.

⁴² See Memorandum from Robert Hudec, International Programs Committee Chair, University of Minnesota Law School, to Faculty, University of Minnesota Law School, May 1, 1984 (on file with author).

dents who arrived in Minnesota several months later for the fall semester. Indeed, in the fall term, 1983, the first ten Swedish students arrived at the University of Minnesota. They enrolled in a variety of standard introductory law courses, all taught in English. ⁴³ In 1984, both sides hosted another round of successful exchanges. The program was becoming a pillar in both schools' international curricula, and it has remained so ever since.

By the late 1980s, however, the financial aspect of the exchange lost its strength due to the increasing costs of legal education in the United States. We recognized in late 1988 that the Uppsala students visiting Minnesota that term would exhaust the available funding derived from the tuition American students paid to study in Uppsala the previous summer. As a result, we informed Professor Bertil Wiman, the new director in Uppsala of the Minnesota-Uppsala Exchange, that beginning in 1989, Minnesota would have to charge tuition for visiting Uppsala students. ⁴⁴ We arranged for Uppsala students to pay "resident" tuition rates, which stood at almost half the cost of non-resident rates. The tuition payments ensured the funding necessary to continue the program for the long haul.

The next major development occurred in the 1995-96 academic year, when Minnesota began sending students to Uppsala for a full semester to accommodate students' increasing interest in foreign study. Since 1995, up to ten Minnesota students have been eligible to study in Uppsala for one semester each year.

Uppsala students have always been welcomed in the Minneapolis legal community, but the Minneapolis law firm of Dorsey & Whitney LLP recently took the relationship to a new level. Starting in 2008, Dorsey established a mentorship program between local attorneys and Swedish students visiting from Uppsala. Dorsey has hired a number of Uppsala students upon completion of their law degrees, and expects to continue doing so, along with other local firms, in the future.

⁴³ The Minnesota faculty made some adjustments to accommodate the visiting Swedish students. In particular, faculty members were encouraged to allow expanded time limits on final examinations for visiting students to account for the language barrier. *See* Memorandum from Robert A. Stein to Faculty, Dec. 17, 1984 (on file with author).

⁴⁴ See Letter from Dean Robert A. Stein, University of Minnesota Law School, to Bertil Wiman, Professor, Uppsala Law Faculty, Sept. 12, 1988 (on file with author).

IV. Expanding the Exchange Program to Include Library Materials and Alumni

A. Library Materials Exchange

The third aspect of the Minnesota-Uppsala relationship involved an exchange of library materials. This idea capitalized on each school's ability to obtain local library resources at a much lower cost than those same resources would be in the other's country.

The library materials exchange—though never subject to a formal, written agreement like the first two aspects of the Minnesota-Uppsala exchange—started in 1984, when Professor M. Kathleen Price, then director of the University of Minnesota Law Library, began an exchange of books with her Uppsala counterparts.

The successful library exchange owes much of its success to Professor Suzanne Thorpe, who serves currently as Associate Director for Faculty, Research, and Instructional Services at the University of Minnesota Law Library. In 1988, Suzanne Thorpe was a rare combination of talents: not only was she a second-year law student, but she was also a professional reference librarian who spoke Swedish fluently. While studying as a law student, she worked half time at the University of Minnesota Law Library, where her responsibilities included developing the library's Swedish collection. Eager to further her understanding of Scandinavian legal bibliography and to advance her relationships with library personnel in Sweden, Suzanne Thorpe joined the Uppsala program as a student for Summer term, 1988.

During her visit to Uppsala, Suzanne Thorpe worked with Professor Bertil Wiman to obtain books from two leading Swedish legal publishers. In particular, Professor Wiman arranged for the publishers to send old and new books to the University of Minnesota Law Library free of charge. Professor Wiman also helped Suzanne Thorpe purchase books

⁴⁵ See Memorandum from Kathie Price, Law Librarian, University of Minnesota Law School, to Dean Robert A. Stein, University of Minnesota Law School, Feb. 23, 1988 (on file with author).

⁴⁶ Id.

⁴⁷ Id.

⁴⁸ See Letter from Bertil Wiman, Uppsala University Faculty of Law, to Dean Robert A. Stein, University of Minnesota Law School, Aug. 30, 1988 (on file with author).

⁴⁹ Id.

from a local seller who gave Uppsala University a 40 % discount.⁵⁰ This arrangement was enormously beneficial to the University of Minnesota Law Library's Scandinavian collection.

Throughout the 1980s and '90s, Minnesota sent a number of law reviews and other journals to Uppsala. In exchange, Uppsala librarians sent works published by Iustus, the scholarly press at the Uppsala University Law Faculty, to Minnesota. The two schools also exchanged duplicate treatises. The Uppsala University library received extra government depository works and had many to share with Minnesota. Most importantly, each school sent the other legislative history materials and court decisions.

These types of materials exchanges were enormously beneficial prior to the international computerization of libraries and the dawn of the Information Age. Minnesota and Uppsala began to exchange library materials less frequently once information became available online. For example, when government materials began to be issued on the Internet, the two schools stopped sending duplicate works back and forth, choosing instead to rely on the Internet. In addition, Uppsala University Law Faculty began subscribing to American legal databases such as HeinOnline, Westlaw, and Lexis.

Nevertheless, the two schools continue to exchange a handful of materials each year. Professor Thorpe looks back on the exchange relationship as an enormously productive means of expanding Minnesota's collection in the pre-Internet era. Professor Thorpe recently wrote:

One of the most important benefits of the exchange program between the law school libraries was the exchange of knowledge and good will. In addition to studying in Uppsala while I was in law school, I worked very closely with the law librarians there to gain expertise on Swedish legal sources and research techniques. I have used this knowledge extensively on this side of the ocean and have been able to share it with others through presentations and articles. The law librarians in Uppsala have also visited here several times and learned a lot from us. Both times I taught in Uppsala (2005 and 2008), I provided training to the librarians there. We continue to work closely and consult each other whenever we need help.⁵¹

⁵⁰ *Id*.

⁵¹ E-mail *from* Suzanne Thorpe, Associate Director for Faculty, Research, and Instructional Services, Minnesota Law Library, *to* Kyle Hawkins, Research Assistant, University of Minnesota Law School, March 16, 2009 (on file with author).

More recently the library relationship between the two universities has been strengthened by the appointment of Dr. Ulf Goranson, Professor on the Uppsala University Law Faculty, as Director of the great Carolina Rediviva Library of Uppsala University. Professor Goranson was himself an early participant (1986) in the faculty exchange between the two universities and is extremely supportive of the exchange program.

B. Alumni Exchange

The fourth piece of the exchange relationship was involvement of alumni of the schools in the exchange. In May–June, 1984, I led a large delegation of U.S. judges and lawyers—most of them graduates of the University of Minnesota Law School—on a visit to Uppsala University where they were able to attend continuing legal education seminars and meet with Uppsala University law faculty members. The 44-member group included a U.S. District Judge, a Justice of the Minnesota Supreme Court and two other state trial judges. The group attended nine hours of continuing legal education classes in Uppsala taught by Uppsala University law faculty members, a Swedish Supreme Administrative Court Justice, and Swedish practicing attorneys.⁵²

In recent years the Uppsala University Law Faculty alumni program has grown substantially, and in May, 2008 I was pleased to participate in a continuing legal education Symposium in Uppsala for Uppsala University law alumni, along with several of my Minnesota faculty colleagues. Some Minnesota graduates who had participated in the student exchange programs through the years also participated in the Uppsala University Law Alumni Day in 2008.

⁵² The courses included: Characteristics of Swedish Law, taught by Vice Rector Stig Strömholm; Family Law in Sweden, taught by Dean Anders Agell; Constitutional Law, taught by Justice Gustaf Petren, Supreme Administrative Court, Stockholm; Corporation Law, taught by Professor Carl Hemstrom; Tax Law, taught by Professor and Vice Dean Nils Mattsson; Law of Procedure in Sweden, taught by Uppsala practicing attorney Peter Danowsky; and Arbitration according to the rules of the Swedish Chamber of Commerce, taught by Stockholm practicing attorney Dr. Ulf Holmback.

Conclusion: Long-Term Success

The Minnesota-Uppsala exchange program emerged as an idea in 1980, when Minister Jan-Erik Wikström and I met to discuss building relationships between the University of Minnesota Law School and Swedish universities. The initial idea turned into a formal faculty exchange thanks to the hard work of several leaders and faculty members of both universities. A student exchange came next, followed by an exchange of library materials and eventually involved alumni of the two schools. All four constituencies have benefited enormously from the relationship, and today the University of Minnesota Law School fondly views the Uppsala University Law Faculty as its academic sibling.

Ultimately, perhaps the biggest reason for the program's success has been the depth of the individual relationships between people at the two schools. Those connections came about thanks to the vision and hard work of what started as a small group of people and has turned into a much broader community over the years. Regrettably, Dean Anders Agell passed away in November, 2008. Rector Stig Strömholm and I continue to be involved with our respective universities. Fifty-five faculty of our two universities have now participated in the exchange.⁵³ May this remarkable Minnesota-Uppsala exchange continue for generations to come.

⁵³ These faculty participants are listed in the Appendix to this Article.