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The Charles R. Emrick Jr. – Calfee, Halter & Griswold Professor of Law and Director of LLM Programs

December 14, 2019

Dear Members of the Northern Illinois University College of Law Search Committee:

The purpose of this letter is to express my strong interest in applying for the position of Dean at the Northern Illinois University College of Law. In light of my thirteen-year tenure as professor at the Cleveland-Marshall College of Law, and in light of my five years of service as Associate Dean for Academic Enrichment at the Cleveland-Marshall College of Law, I believe that I would be ideally suited for the position of Dean. I am an engaged teacher and a prolific scholar with an extensive record of service to my current law school and the university. It would be a particular honor to serve the Northern Illinois University College of Law as Dean.

Challenges and Leadership Vision for the Northern Illinois University College of Law

One of the most prominent challenges which the Northern Illinois University College of Law faces is fund-raising. As Dean of the Northern Illinois University College of Law, I would spend much of my time on the road, engaging with the Illinois legal community, but also with the broader Chicago legal community, as well as prominent alumni and donors at the national level, in order to raise sufficient funds to support the College of Law as a research-based, prominent legal institution.

A second important challenge which the Northern Illinois University College of Law faces is attracting and retaining qualified and diverse J.D. students. Interest in attending law school has declined at the national level, and many law schools have struggled to attract a J.D. student population of a sufficient size with appropriate entering credentials. Stagnant population sizes in the Midwest exacerbate the problem of attracting a sufficient number of qualified J.D. students. As Dean, I would spend significant time on recruiting and admissions efforts, in order to ensure that the Northern Illinois University College of Law continues to maintain an excellent student population, while respecting values of inclusion and diversity. I would focus on recruiting students at the state level, across Illinois, but also in regional states such as Ohio, Kentucky, Pennsylvania, Indiana, etc. A related challenge includes ensuring student success: as Dean at Northern Illinois, I would focus on enabling students to successfully pass the bar exam, in order to place them on excellent career paths and provide them with the best opportunities for professionally and financially successful careers as lawyers.

A third challenge which the Northern Illinois University College of Law faces includes the necessity to maintain a stellar national reputation and a top-tier national ranking. While the College of Law's reputation has grown, which has resulted in continuous solid national rankings, the necessity to maintain such prominent rankings cannot be overlooked. As Dean, I would promote efforts to support the College of Law's national reputation, through appropriate funding initiatives for research and scholarship, as well as through more strategic planning to market

research and scholarship. As Dean, I would continue to support the College of Law's existing academic and research centers, and as well as to promote faculty development in teaching and in clinical and engaged education. All of these efforts contribute to a law school's excellence, which is often reflected in its national reputation and ranking. In addition, as an academic Dean, it would be my hope that my own academic reputation, as a scholar of International Law, would contribute toward solidifying the College of Law's prominent position in the academy.

In light of my extensive leadership and academic experience at the Cleveland-Marshall College of Law, I am confident that I possess the skill set, energy, and enthusiasm necessary to take on the above-mentioned challenges.

Personal Background

I was born and raised in the City of Novi Sad, Serbia, in what was then the former Yugoslavia. I moved to the United States, to Millburn, New Jersey, at the age of sixteen, with a solid interest in becoming a lawyer. After graduation from Millburn High school, I enrolled at Rutgers University, Rutgers College, where I studied foreign languages (French and Italian), as well as political science and pre-law subjects. I then obtained my Juris Doctor (J.D.) degree at Cornell Law School, where I was enrolled in a joint degree program with the University of Paris I-Pantheon-Sorbonne. Pursuant to the terms of this program, I spent two years at Cornell, and two years in Paris, obtaining both a J.D. and a French law degree ("maitrise en droit"). After graduation from the J.D./maitrise en droit program, I obtained a Master's degree from the University of Paris I-Pantheon-Sorbonne, in Private International Law, and I then began my career as a corporate attorney at the international firm of Cleary Gottlieb Steen & Hamilton in New York City. I practiced law at Cleary Gottlieb for three years, focusing on international arbitration, transactional work, and pro bono work, with a particular emphasis on asylum and immigration cases.

Professional Experience in Academia

I began my career as a law professor at the Cleveland-Marshall College of Law in the fall of 2006. I served as Assistant Professor from 2006 to 2010, as associate professor (with tenure) from 2010 to 2014, and as full professor since 2014. In addition, from 2013 until 2016, and from May 2019 until the present, I have held the title of The Charles R. Emrick Jr. - Calfee Halter & Griswold Professor of Law. From 2014-2019, I served as Associate Dean for Academic Enrichment. In May 2019, I took on the role of Director of LLM Programs and serve in this capacity presently. Over the past thirteen years, I have enjoyed serving as a professor, Associate Dean, and LLM Programs Director tremendously - I have valued teaching and interacting with students, have appreciated forming new relationships with my colleagues, and have dedicated myself to a career of legal research and writing. I have also embraced values of faculty governance and the importance of service, both to the law school and to the university, as well as service to our civic community. Early in my career, I served on important and time-consuming committees, such as the Faculty Appointments Committee, the Academic Standards Committee, and I was elected to the University Faculty Senate and designated the law school representative to the University Steering Committee. Since 2014, I have served as Associate Dean for

Academic Enrichment; in this capacity, as detailed below, I have supported the development of my law school's faculty and students and have contributed significantly to the law school's operational needs, in development, admissions, curricular reform, and strategic planning. In addition to service within my current institution, I have valued legal service and access to legal service. From my early days at Cleary Gottlieb, I took on multiple pro bono cases and represented Tibetan, Guineans, and Haitian clients, who would have otherwise not had access to legal services. At Cleveland-Marshall, in my role as Associate Dean, I have supported the work of clinics which provide legal services to those in need, and I have engaged with various organizations within the greater Cleveland community to provide legal and civic service. My commitment to service would be an excellent attribute if I were selected as Dean –the Northern Illinois College of Law prides itself as a school committed to public service and social justice, and I believe that my own commitment to the value and importance of legal service would fit particularly well within the School's mission, values, and place in the broader Chicago legal and civic community.

Role of Associate Dean for Academic Enrichment

In my capacity as Associate Dean for Academic Enrichment, I have supported various forms of faculty research and scholarship, by facilitating and organizing faculty workshops, conferences, and symposia, by promoting faculty scholarship through external marketing efforts, and by providing assistance and service with various research-based questions and requests. In addition, during the 2015-16 academic year, I launched a successful joint faculty presentation series, where I succeeded in partnering our faculty members with faculty from other, well-ranked law schools, for joint presentations held at the College of Law. Pursuant to this program, several of our faculty members have delivered joint presentations with faculty from Rutgers Law School, University of Maryland Law School, Harvard Law School and Northwestern Law School. I have also represented our law school at the university level, by ensuring that our scholarship is adequately appreciated, by serving on university research-focused committees and task forces, and by encouraging our faculty to seek research funding and support from the university, in the form of the Faculty Scholarship Initiative grants, graduate faculty travel awards, etc. Through my work as Associate Dean, I have engaged in collaborative work with both the College of Law leadership team, as well as with various university constituents; this experience would be particularly valuable if I were selected as Dean – a role which inherently requires a collaborative approach in working with various law school and university leaders and other constituents.

In addition, in my role as Associate Dean, I have gained valuable knowledge about the operational needs of the Cleveland-Marshall College of Law, by attending weekly deans' meetings and by attending so-called Dean's Cabinet meetings on a bi-weekly basis, where various department directors would discuss different projects and concerns that their particular units within the College of Law were experiencing. In this manner, I have been involved in various admissions discussions and strategies, such as the reorganization of the College of Law's career opportunities program – a special admissions program which has traditionally provided access to law school to students with diverse and non-traditional backgrounds. I have been a member of the Budget Advisory Task Force for the past two years, and have a detailed understanding of the Cleveland-Marshall College of Law's dynamic budget and changing budgetary needs. I have also participated in various development strategies and efforts, such as

law firm visits, donor meetings, call days, the planning of an annual “Hall of Fame” event and the general development plan. This collaborative experience and knowledge about the College of Law’s operational needs would be tremendously valuable if I were selected to serve as the Northern Illinois University College of Law Dean. I also experienced first-hand the importance of shared governance, between the Dean’s Office and the College of Law faculty, as well as the importance of maintaining excellent relations between the College of Law and the University. I am confident that, if selected to serve as Dean, I would be able to interact with faculty in a manner respectful of faculty governance, as well as to continue to support and develop the ongoing positive relationship between the Law School and the University.

In addition, while serving as Associate Dean, I also had the opportunity to engage with external constituents of the law school, such as the Alumni Association, whose monthly Board meetings I attended several times, and the Federal Bar Association, where I have served as the law school Board representative. In fact, the Cleveland-Marshall College of Law Alumni Association selected me in May 2016 as the recipient of the Stapleton Award for Faculty Excellence – the Award, while rewarding my teaching and scholarship, is also evidence of the excellent relationship that I have developed with members of our Alumni Association. In short, due to my inter-personal skills, I was able to develop personal relationships with important Cleveland-area legal practitioners and other law school benefactors, despite not having roots in North East Ohio. This skill set would be tremendously valuable in terms of fund-raising and development, if I were selected Dean at the Northern Illinois University College of Law.

Role of LLM Programs Director

In my role as Director of LLM Programs, I have assumed the primary responsibility of expanding our international and domestic LLM programs. In this capacity, I have undertaken significant marketing efforts, at both the national and local levels. I have also been instrumental in the signing of Memoranda of Understanding between the Cleveland-Marshall College of Law and law schools in Serbia and Slovenia; I am currently involved in negotiating a cooperation agreement between my institution and Capital University of Economics and Business in Beijing, China. I am confident that my experience as LLM Programs Director would be an asset to the Northern Illinois University College of Law – both in terms of solidifying existing international relationships, such as the one in place with Agen, France, as well as in terms of building additional international exchanges which could lead to the development of a more robust LLM program and an increase in revenue.

Leadership Experience

As described above, from 2014-2019, I have served as Associate Dean for Academic Enrichment at the Cleveland-Marshall College of Law – a leadership position which has entailed working closely with the College of Law Dean in developing various policies and strategies for the law school, as well as working closely with the Cleveland State University leadership team (other associate deans, the university vice presidents, the provost and the president). My experience in this leadership position would be extremely valuable if I were selected as Dean, as this position has enabled me to both participate in and lead efforts in development and fundraising, admissions, strategic planning, and curriculum development.

In addition, I have taken on leadership roles within several professional organizations. I am a Board of Directors member of the American Branch of the International Law Association, and I served as Chair of International Law Weekend in 2017 and in 2018, a major conference in International Law which takes place every year in New York City. In order to secure sponsorships for International Law Weekend, as Chair I was engaged in several fundraising initiatives – another experience which would be of high value if I were chosen as Dean at the Northern Illinois University College of Law. I served as Chair of the International Law Section of the AALS in 2018, and I currently serve as Co-Chair of the American Society of International Law – International Criminal Law and Women in International Law Interest Groups. In addition, I currently serve as President of the United States’ chapter of the “Association Internationale de Droit Penal” (International Criminal Law Association). In 2017, 2018 and 2019, I served on the Advisory Board of International Humanitarian Law Dialogs, a prominent international law conference which takes place at the Chautauqua Institution in New York. In 2016, I served as Chair of the International Human Rights Section of the AALS, as well as Chair of the ASIL-Midwest Interest Group at the American Society of International Law. I previously served as Secretary of the Women in International Law Interest Group at the American Society of International Law, and as President of the Central States Law Schools’ Association. Most recently, I was appointed Director of the Board of Directors of the Public International Law and Policy Group, a Washington, D.C.-based NGO which operates in the field of international law and policy. These leadership experiences within professional organizations demonstrate my ability to lead and would translate particularly well to the skills necessary for a successful Dean.

Teaching

I have taught several courses at the Cleveland-Marshall College of Law: International Law every year, International War Crimes, Commercial Law, ADR, and Civil Procedure during the past two years. If selected Dean at your law school, it would be my pleasure to continue to lend expertise in the area of International Law. I am an engaged teacher and have mentored students and have served as advisor and independent thesis director to many students of different and diverse backgrounds over the past ten years. I have counseled students about the Bar Exam character and fitness application for several years, and have volunteered to deliver subject-matter presentations to students preparing for the Bar Exam. As part of some of my courses (International Law and International War Crimes), I have organized field trips to relevant conferences and symposia, as well as to local museums, such as the Maltz Museum of Jewish Heritage, where this past March my International War Crimes students toured an important exhibit dedicated to the capture and trial of a Second World War Nazi, Adolf Eichmann. Through personal connections, I have secured internships for three students in the field of international criminal law – two of my students will have interned in the Seychelles, with Seychellois Supreme Court judges presiding over maritime piracy prosecutions, and one of my students secured an internship with the Cambodia tribunal (the Extra-Ordinary Chambers in the Courts of Cambodia, located in Phnom Pen, Cambodia).

I have supported engaged learning as a model throughout my career at the Cleveland-Marshall College of Law. While an associate at Cleary Gottlieb, I was engaged in a project for the newly formed Special Court for Sierra Leone, and I worked on several research projects for

the Court's Defense Office. As a result of this work, I was offered the possibility to teach a War Crimes Seminar at my alma mater, Cornell Law School, through which I would connect Cornell students with the Special Court's Defense office and thus involve students in assisting with this tribunal's defense work. I subsequently involved Cleveland-Marshall students in the same type of work with various international criminal tribunals, through my International War Crimes seminar, and, as I mentioned above, I facilitated internships for students at different international prosecutorial venues. If selected Dean, it would be my goal to engage Northern Illinois students in similar opportunities for engaged learning, as well as to continue to support the College of Law's commitment to clinical education.

In sum, through educating students from diverse backgrounds in the substantive knowledge of various legal subjects, as well as in the development of ethical values and professional skills necessary to become lawyers, I have provided important service to my current law school and I hope that, if I were selected Dean, I would have the opportunity to continue to teach at the Northern Illinois University College of Law and to thereby support the school's ongoing educational and civic efforts, and its engagement with the local DeKalb and greater Chicago community.

Research and Scholarship

In addition to teaching, I have developed an extensive research agenda over the past decade, which has resulted in the publication of five books and numerous law review articles and shorter pieces. My research-based efforts have strongly contributed towards enhancing the overall academic reputation of the Cleveland-Marshall College of Law. As Dean at the Northern Illinois University College of Law, I would continue to maintain a presence in the academic world and remain engaged in the field of International Law, in order to support the Law School's excellent academic reputation and prestige in this particular field of law.

My research focuses on the field of International Law, and I have built an exemplary record of productivity and influence within this field. In particular, my research focuses on international legal theory, such as international relations, statehood and secession issues, as well as on international criminal law, with a focus on maritime piracy. My work in the field of maritime piracy has received particular attention and praise, and I was able to participate as an expert in the work of the United Nations Contact Group on Piracy off the Coast of Somalia. My article, *The Somali Piracy Problem: A Global Puzzle Necessitating A Global Solution*, 59 American University Law Review 1449 (2010), has been cited with approval by several United States' federal courts, at the trial and appellate levels, in two cases involving the prosecution of Somali piracy suspects (United States v. Hasan, 747 F. Supp. 2d 599 (E.D. Va. 2010), and United States v. Ali, (U.S. Court of Appeals, D.C. Circuit, 2013)). My other law review articles have been published in top-ranked international law journals, as well as in European law journals, such as the Baltic Yearbook of International Law and the Amsterdam Law Forum (both of these journals are peer-reviewed, unlike most law journals in the United States).

I have kept an active profile on prestigious academic blogs – I serve as one of six main editors of Intlawgrrls (www.ilg2.org), an academic blog devoted to a discussion of international law and policy issues; I am editor of the maritime piracy blog, Communis Hostis Omnium

(www.piracy-law.com); I have contributed blog posts to other well-known academic blogs in the field of international law in the United States and in Europe, such as *Opinio Juris* (www.opiniojuris.org), *EjilTalk!* (www.ejiltalk.org) and Oxford Human Rights Hub (<http://ohrh.law.ox.ac.uk/blog/>). In addition to blogging, I have served as peer reviewer to prestigious law journals, such as the *Yale Law Journal*, the *Law and Society Review*, the *McGill Journal of Law* (Canada), the *Melbourne Journal of International Law* (Australia), the *Asian Journal of International Law* (Singapore), and the *Baltic Yearbook of International Law* (Europe). I have presented my scholarship at prestigious national venues, such as the American Association of Law Schools, the American Society of International Law, International Law Weekend, Law and Society, as well as at international conferences at the European Society of International Law, and in other countries such as Estonia, Serbia, Israel, Turkey, and Norway.

My record demonstrates that I have been an engaged scholar. In addition to publishing, blogging, and presenting my work at academic conferences, I have engaged in field work. In 2014, I served as consultant to the Public International Law and Policy Group, and in this capacity I participated in workshops on documenting human rights in South Sudan in Nairobi, Kenya, in 2015. In 2013, I was a Fulbright Scholar in Baku, Azerbaijan, where I taught classes at Baku State University Law School and researched secession and statehood issues relating to the disputed Nagorno-Karabakh region. In 2012, I was the recipient of the CSU Faculty Scholarship Initiative award, which I used to conduct field work related to maritime piracy issues in Mauritius, a nation which has prosecuted several Somali pirates. In 2011, with generous support of the Cleveland-Marshall College of Law, I performed similar type of work in the Seychelles, another piracy-prosecuting nation.

I have also presented my scholarship at more local venues and have been engaged with the local legal community and with the local media in Cleveland. If selected as Dean of the Northern Illinois University College of Law, it would be my pleasure to engage on a similar level with the DeKalb and Chicago legal communities. In sum, serving the Cleveland-Marshall College of Law in the external academic world, through publications, conference presentations, and participation in professional organizations has been a particular honor, and has contributed toward enhancing the College of Law's national reputation and local influence. I am confident that I would be able to similarly express my commitment to the Northern Illinois University College of Law's national reputation through the role of Dean, as well as to solidify the School's existing role and impact in the local legal community.

In sum, in light of my extensive experience in academia, as Associate Dean and faculty member, my ability to work collaboratively, and my commitment to service, engaged teaching and scholarship, I believe that I am ideally suited for the position of Dean at the Northern Illinois University College of Law. Should you have additional questions or concerns, please do not hesitate to contact me. Otherwise, I look forward to the opportunity to serve the Northern Illinois University College of Law as Dean and thank you in advance for considering my application.

Sincerely,

Milena Sterio
Cleveland-Marshall College of Law
The Charles R. Emrick Jr. – Calfee, Halter and Griswold Professor of Law and LLM
Programs Director