Invitation to Apply for the Position of

DEAN

THE UNIVERSITY OF MINNESOTA LAW SCHOOL

Minneapolis, Minnesota

Search Summary

The University of Minnesota, the public land-grant research university of the State of Minnesota, invites applications and nominations for the position of Dean of the University of Minnesota Law School (the “Law School”) starting in the summer of 2016 or as soon thereafter as possible. Located in the major commercial and cultural center of Minneapolis-St. Paul, the Law School is one of the top-20-ranked\(^1\) law schools in the nation and is an integral component of one of the most comprehensive universities in the country, ranking among the most prestigious research universities in the world. The Law School is committed to nurturing a learning community of excellence and diversity and strongly encourages applicants from a wide range of backgrounds to explore this exceptional opportunity.

With a renowned, highly productive and engaged faculty and a student-to-faculty ratio of 9.3:1, the Law School serves 722 students from 43 states and 29 countries across the globe, offering four degree programs and 14 joint degree programs. A law library of over one million volumes, an alumni base of close to 13,000 graduates located in all 50 states and 70 countries worldwide, and an endowment of over $85 million, make the Law School one of the best-resourced institutions of its kind in the nation. The Law School attracts an exceptionally talented and diverse cohort of students with a median LSAT score of 164 and a median GPA of 3.79. Currently 43.2% of JD students are women and 18.6% are underrepresented minorities. The University of Minnesota Law School had a distinguished past, a vibrant present, and a future of exceptional opportunity and promise.

The Dean of the Law School is the chief academic and administrative officer and has overall responsibility for providing the vision and leadership needed to maintain and enhance the stature of the Law School and is accountable for the conduct and outcomes of its programs and activities. The Dean, who reports to the Senior Vice President for Academic Affairs and Provost of the University, is also the Law School’s principal participant in University governance and functions as the Law School’s lead representative among internal and external constituencies, including the University community, the legal community in Minnesota and beyond, and the larger public community.

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\(^1\) U.S. News and World Report
The successful candidate will have an earned JD or its equivalent and at least ten years experience in the teaching and/or practice of law and will present a distinguished professional record and exemplary intellectual leadership combined with the capacity to manage an academic enterprise with multiple constituencies within a large complex public university environment. The ideal candidate for this role as the Law School Dean will be a visionary, transformative, inclusive, and decisive leader with the ability to act as a catalyst in collaboration with faculty and other key stakeholders for creativity, innovation, and progress.

The Senior Vice President for Academic Affairs and Provost has formed a diverse, representative search committee, co-chaired by Eric Schwartz, Dean of the Hubert H. Humphrey School of Public Affairs, and Joan Howland, the Roger F. Noreen Professor of Law and Associate Dean for Information and Technology at the Law School. The University has retained Isaacson, Miller, a national executive search firm, to assist in the recruiting of the new Dean. All inquiries, applications, and nominations should be directed in confidence to Isaacson, Miller as noted at the end of this document.

The University of Minnesota

Founded in 1851, the University of Minnesota is one of the most comprehensive universities in the country and ranks among the most prestigious research universities in the world. It is both a major research institution, with scholars of national and international reputation, and a state land-grant university with a strong tradition of education and public engagement. The University is an integral part of one of the nation’s most vibrant metropolitan regions with strong relationships among academia, government, and the private and non-government sectors. The University enrolls approximately 67,000 students, including nearly 51,000 in the 17 colleges and schools of its flagship campus in the Twin Cities. With 150 undergraduate, 179 masters, and 103 doctoral degree programs on the Twin Cities campus, as well as professional programs in law, dentistry, education, medicine, nursing, social work, pharmacy, and veterinary medicine, the University offers its students tremendous breadth and depth of opportunity spanning the liberal arts, sciences, agriculture, and a range of professions. With its 23,000 employees, large student population, and research centers and health care services, the University has an annual statewide economic impact of $8.6B. In FY 2013, the most recent figures available, the University had $858M in externally sponsored research awards.

Reflecting its land-grant heritage, the University has a deep commitment to outreach and engagement that connect the institution and its students to the community, the state, nation, and world. The institution’s scope and breadth are well aligned with its statutory role as the primary state-supported academic institution for research, advanced education through the doctoral degree, and extension activities benefitting the state of Minnesota. The University’s academic breadth also reflects its unique responsibilities to advance knowledge for a state in which agriculture and agribusiness loom large, while at the same time recognizing its advantages and opportunities as one of few major public land-grant research universities located in a major metropolitan area.

The University of Minnesota system comprises 5 campuses; the University of Minnesota, Twin Cities (UMTC), the flagship campus; as well as system campuses including the University of Minnesota, Crookston (UMC), the University of Minnesota, Duluth (UMD), the University of Minnesota, Morris (UMM) and the University of Minnesota, Rochester (UMR). In addition, the University encompasses regional extension offices, research and outreach centers, clinics, labs and K–12 educational outreach programs throughout the state.

As a comprehensive and globally engaged research university with many renowned and top-ranked academic programs, the University of Minnesota-Twin Cities has a geographically diverse graduate
and professional enrollment profile and ranks 16th as a destination for international students in the United States, with about 7,000 (a 5.5% increase from the previous year) such students (from 137 countries) enrolled in fall 2015. Eighteen percent of students on the Twin Cities campus are students of color or Hispanic and 12.7% are international students. In 2015, the University of Minnesota-Twin Cities received the Higher Education Excellence in Diversity Award from Insight into Diversity for the fourth year in a row. In the respected Shanghai Jiao Tong rankings, the University of Minnesota is ranked 30th in the world among all universities, and 9th among all public universities in the United States.

The University of Minnesota-Twin Cities has recently completed a comprehensive strategic planning process that will chart its course for the next decade as a vitally engaged, metropolitan-based 21st century land-grant research institution. The plan commits the University to marshaling its strengths more powerfully to address society’s grand challenges; four supporting goals focus on exceptional research and curriculum integrating grand challenges; reciprocal engagement; field-shaping researchers and teachers, and building an invigorated campus culture of innovation and achievement (https://strategic-planning.umn.edu)

For more information about the University of Minnesota, please visit: https://www.umn.edu

The Law School

The University of Minnesota Law School is exceptional. Ranked with the best law schools in the country, the Law School is without question a legal academy of national repute, drawing talent from every corner of the United States. At the same time the Law School is a powerhouse in the State of Minnesota and in the Midwest in terms of its scholarship, teaching, and service mission. Founded in 1888 with 32 full-time day students and 35 part-time evening students, the Law School has consistently pursued excellence and community centered on student achievement.

One of the country’s top public law schools, the University of Minnesota Law School is a leader in preparing students to solve the complex social, economic, and business issues of today. The Law School’s exceptional faculty, innovative curriculum, and unmatched clinical and experiential learning opportunities equip students for the demands of the 21st century. The school is distinguished by a rare collegial culture that emphasizes teamwork, problem solving, leadership, and persuasion. Students learn to think analytically, to identify the core element of a complex problem, and to develop real-world solutions—skills that are essential beyond law school for all fields of employment. Public service is at the core of the Law School; the students embrace it, the faculty and staff reinforce it, and the community benefits from this public-service focus.

The University of Minnesota Law School’s faculty includes some of the most accomplished and productive scholars in the world in business law; criminal justice; international law and human rights; and law; science; and technology. A large, active network of alumni in the Twin Cities and around the globe is eager to mentor, teach, and hire Law School students. With 17 Fortune 500 companies, federal and state courts, and the state capitol just minutes away, the University of Minnesota is located in one of the best places in the country to experience law in action.

The Law School embraces a deep commitment to interdisciplinarity. This commitment is reflected in a faculty that includes 15 dual degree scholars whose disciplines include philosophy, history, economics, sociology, political science, and geography. Twelve faculty members have joint or
affiliated appointments with other academic units across the University, and 25 faculty members from other units have affiliated appointments with the Law School.

Experiential learning is a top priority at the University of Minnesota Law School and offers one of the nation’s largest and most distinguished clinical education programs, a unique first-year Law in Practice course, abundant corporate externships, capstone courses focused on solving real-world problems, extensive legal practice skills courses, and a compelling choice of nine concentrations. With 23 diverse clinics, the Law School offers students many opportunities to hone their legal skills and gain real-world experience with clients in a supportive setting. More than 50% of the students participate in at least one clinical program. Capstone courses offer students opportunities to work as teams to solve real-world problems in the areas of environment, labor, and health law while developing skills in key areas. Capstones offer a high level of faculty supervision and regular participation of outside experts as adjunct professors, guest lecturers, mentors, role players, and reviewers. Simulation capstones (hypothetical situations) provide practice-based experiences in a substantive area of law. Policy development capstones pair students with a community organization or government entity on a project that results in a written report or draft legislation.

The University of Minnesota Law School offers numerous public interest academic, volunteer, and career opportunities through a wide variety of courses, clinics, centers, research institutes, student organizations, the Robina Public Interest Scholars Program, and Minnesota Law Public Interest Residency Program. Several research institutes are committed to public interest work and make important contributions to legal scholarship and public policy research, including:

**The Center for New Americans.** The only program of its kind in the U.S., designed in partnership with leading area law firms and non-profit immigration legal services, the Center expands urgently needed legal services for noncitizens, pursues litigation that will improve the nation’s immigration laws, and educates noncitizens about their rights.

**Corporate Institute.** Building upon the strength of an internationally recognized business law faculty, the Corporate Institute combines concentrations, leadership training, business speakers, and externships as an area of excellence at the Law School.

**Energy Transition Lab.** A strategic initiative of the University’s Institute on the Environment in partnership with the Office of the Vice President for Research and the Law School, the Energy Transition Lab brings together leaders in government, business, and nonprofit organizations to develop new energy policy pathways, institutions, and regulations.

The **Human Rights Center** works locally, nationally, and internationally to provide training, educational materials, and assistance to professionals, students, and volunteers working to promote and protect human rights.

The **Institute on Crime and Public Policy** supports scholarship on legal, empirical, and normative issues in the areas of American sentencing and corrections, comparative criminal procedure and process, normative theories of punishment, and crime control policy.

The **Institute for Law & Economics** promotes interdisciplinary research and collaboration within the University, as well as with other centers and scholars, nationally and internationally on topics at the interface of economics and the law.
The Institute for Law and Rationality promotes interdisciplinary collaborations among legal scholars and scholars in such fields as psychology, political science, philosophy, sociology, anthropology, and economics (and neuro-economics) to inquire into how the law does and should understand human behavior.

The Institute on Metropolitan Opportunity investigates the ways that laws, policies, and practices affect development patterns in U.S. metropolitan regions, with a particular focus on the growing social and economic disparities within these areas. Through top-level scholarship, mapping, and advocacy, the Institute provides the resources that policymakers, planning officials, and community organizations need to address reform in taxation, land use, housing, metropolitan governance, and education.

The Robina Institute of Criminal Law and Criminal Justice brings legal education, legal and sociological research, theory, policy, and practice together to solve common problems in the field of criminal justice. The Institute initiates and supports coordinated research and policy analysis, partnering with multiple local and state jurisdictions from across the nation to provide recommendations and build links between researchers, practitioners, lawmakers, governing authorities, and the public.

The Program in Law and History, established in 2007, connects students with scholars around the world to explore law in a historical context, fostering research and teaching across all periods of legal history.

For more information about the Law School, please visit: [https://www.law.umn.edu](https://www.law.umn.edu)

**Role and Responsibilities of the Dean**

Prospective candidates should possess the scholarship, leadership, fundraising, and management ability necessary to perform the roles of the chief executive officer and chief academic officer at the University of Minnesota Law School. In addition, strong candidates will possess a combination of professional experience and leadership traits necessary to:

- Serve as the intellectual leader of the faculty through a demonstrated commitment to scholarship, an ability to inspire junior and senior faculty in their scholarly pursuits, and a vision for further development of the intellectual environment at the Law School;
- Promote the Law School’s teaching mission of educating outstanding lawyers through continued excellence in the academic program, including doctrinal, experiential, and hybrid courses;
- Promote successful change in response to evolving external environments and emerging challenges, including providing leadership in developing a common vision for the Law School that reflects the future of legal education and the established strengths of the institution;
- Provide strategic leadership to advance the quality, reputation, and goals of the Law School;
- Prioritize the Law School’s dedication to attracting a diverse community within the student body, faculty, and administrative team;
• Oversee the administration of the Law School, managing its capital, human, and fiscal resources and implementing a law school budget within a responsibility-centered management structure;
• Serve as the Law School’s principal participant in University governance and establish strong, cooperative working relationships with the Board of Regents, University administration, and peers leading other academic units within the University;
• Function as the Law School’s lead representative among internal and external constituencies, including membership on the board of governors of the Minnesota State Bar Association and interactions with the bench and the practicing bar;
• Solicit and steward private financial and other support from a broad range of sources, including the alumni, the philanthropic community, law firms, corporations, and other friends and stakeholders of the Law School;
• Develop positive and mutually supportive relationships with Law School graduates;
• Promote outreach and engagement in issues appropriate for an academic unit within a public university, and contribute the expertise of the Law School community in issues of concern to the wider community;
• Foster and maintain a strong and distinctive sense of community and collaboration among faculty, staff, students, alumni, the University’s other schools, the local bar, and the courts;
• Demonstrate good judgment in attracting, retaining, and developing outstanding faculty, administrators, and staff.

Leadership Opportunities and Challenges

Legal education has been under stress for the past 8 years with declining demand for JD graduates and a resulting reduction in enrollments and tuition revenue. In addition, the rising cost of a JD degree has largely been borne by increasing student debt. Like other peer institutions, the University of Minnesota Law School has responded by cutting expenses where possible and by expanding revenues from new program offerings and fundraising, particularly for scholarships. In the face of this challenging environment, however, the Law School has maintained the exceptional quality of its programs and has even expanded them where appropriate. The Law School has stayed true to its core values: fostering a culture of creativity and innovation; a student-centered approach; learning through experience and practice; global vision and engagement; commitment to human dignity and justice for all; embracing the value of diversity; and a broad and inclusive concept of scholarship, pedagogy, research, and service.

Four major challenges and countervailing opportunities will present themselves to the next dean of the Law School. The University is seeking an exceptional leader who has the experience, skills, judgment, and values to meet and take advantage of these challenges and opportunities. Success for the next dean of the Law School will be measured and determined by the extent to which s/he meets these challenges and converts these opportunities into lasting assets for the school.

*Developing an institutional vision founded on the values and mission of the Law School and implemented through a strategic plan supported by all Law School stakeholders.* A new dean is afforded the opportunity through wide collaboration with all constituents of the Law School to lead in the development of a vision that is grounded in the core values of the institution, focused
on the attainment of its mission, and effected through a realistic strategic plan that draws on all of
the human, financial, and reputational assets of the Law School. That shared vision and strategic
plan should continue and build upon the work already undertaken and strengthen those elements
that have proven merit. Rather than impose a vision, the dean’s responsibility will be to develop,
through collaboration with University leaders, faculty, alumni, staff, students, and the wider
community, a vision that is designed to meet the present and future challenges facing legal
education. Part of the challenge of developing a vision is for the dean to reinforce the Law School’s
dual commitment to thriving as a superior, nationally ranked law school and serving the State of
Minnesota and its various communities.

Expanding the financial and human capital to carry out the strategic plan and realize that
vision. Having developed a collegial vision and sustainable strategic plan for its implementation,
the dean will be principally responsible for recruiting and nurturing the talent to effect the plan
and attracting the funding to enable the plan to move forward. Empowering other constituents to
assist in expanding financial resources will certainly be part of this challenge, but the principal
responsibility for advancing the School’s mission always rests with the dean.

Collaborating with University leaders and the deans of other academic units at the University
to integrate the Law School as a vital resource for the University in achieving its teaching,
scholarship, and outreach and service mission. Working within a world-class institution of higher
education like the University of Minnesota that is “Driven to Discover” and seeks to expand and
disseminate knowledge for the public good is a privilege. The next dean of the Law School will
be expected to connect the Law School with other academic and service units within the University
both on the Twin Cities campus and the other campuses throughout the state. As one of the nation’s
top law schools, the Law School is well prepared to add value to other academic units of the
University, and in turn to be enhanced by these other disciplines and units. The dean of the Law
School will be successful in seizing this opportunity to the extent that s/he embraces creativity,
outreach, dialogue, and mutual support.

Responding creatively to the changes in legal education and enhancing the reputation and
impact of the Law School, while maintaining its core values and its mission of exceptional
teaching, world-class scholarship and meaningful service. To maintain and heighten the high
standing of the Law School on the national stage, as well as within the State of Minnesota, the
school under the leadership of the next dean cannot rest on the achievements of the past. The
competition for the best students and the most productive and engaged faculty will become
increasingly intense. The next dean of the Law School will be expected to leverage the powerful
assets of the school, its supporters, and the University to engage its comparative advantages and
advance its teaching, research, and service mission.

Desired Experience and Qualifications

The Search Committee strongly welcomes applicants from a diversity of backgrounds and
experiences and will consider the following factors in evaluating candidates for this important
leadership role. While no single individual will possess all the desired experiences and qualifications,
the successful candidate should possess many of the following characteristics:
• A JD, or other terminal degree in law, at least ten years experience in the teaching and/or practice of law, and accomplishments meriting tenure at the rank of professor under the Law School’s criteria are strongly preferred;
• A leadership style characterized by flexibility, inclusiveness, integrity, and openness that involves and enables faculty and other key stakeholders to share in governance;
• A commitment to public service and the mission of a land-grant, public university;
• The capacity and intent to enhance the Law School’s overall reputation;
• A record of fundraising success;
• A demonstrated commitment to building an organization that values and practices diversity and inclusion, affirmative action, and equal opportunity;
• An appetite for innovation;
• The inclination and capability to contribute to the University’s senior academic leadership, including the ability to collaborate with the Provost and deans to enrich the overall academic structure and the national and international reputation of the University of Minnesota as a world-class research institution;
• Strong listening skills, intellectual curiosity, and the ability to learn from others;
• Decisiveness, an ability to multi-task, and a willingness to delegate appropriately.

Nominations, Applications & Inquiries

Applications, which should include a resume or curriculum vitae and cover letter, should be sent to the following electronic mailbox: www.imsearch.com/5725. Electronic submission of materials is strongly preferred. Applications will be accepted until the position is filled and will be reviewed on a rolling basis as received. Inquiries and nominations may also be sent to the web address cited above or directed to:

Tim McFeeley, or Karla Saunders
Isaacson, Miller
1300 19th Street, NW, Suite 700
Washington, D.C. 20036
Apply via the website: www.imsearch.com/5725
Telephone: 202-682-1504

All inquiries and expressions of interest will be held in strict confidence. The search will continue until an appointment is made.

The University of Minnesota shall provide equal access to and opportunity in its programs, facilities, and employment without regard to race, color, creed, religion, national origin, gender, age, marital status, disability, public assistance status, veteran status, sexual orientation, gender identity, or gender expression.