



Confidential Position Specification
Case Western Reserve University
Dean of the School of Law



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SCIENCE
OF TALENT

CONFIDENTIAL POSITION SPECIFICATION

Position	Dean of the School of Law
Company	Case Western Reserve University
Location	Cleveland, Ohio
Key Relationships	Reports to: Provost Direct reports include: Associate Dean for Academic Affairs (1) Associate Dean for Faculty Development and Research Associate Dean for Development and Public Affairs Associate Dean for Student Services Assistant Dean of Admissions Assistant Dean for Career Services Assistant Dean for Finance and Administration Assistant Dean Executive Aide Media Relations Specialist for the School of Law Other key relationships: President Deans of the Other Seven Schools School of Law Alumni Association and Visiting Committee
Websites	www.law.case.edu www.case.edu

ABOUT THE SCHOOL OF LAW, THE UNIVERSITY AND THE COMMUNITY

Established in 1892, Case Western Reserve University's School of Law is one of the oldest law schools in the country. It is one of the first law schools accredited by the American Bar Association (ABA) and is also a charter member of the American Association of Law Schools (AALS). The School offers a legal education that combines

theory with practice, drawing students from across the country and offering a curriculum that prepares students for the practice of law, public service, and positions in business. In addition to the J.D. degree, the School of Law offers 11 dual-degree programs and three LL.M. degrees in U.S. and global law to foreign lawyers. In 2011, the School will launch a fourth L.L.M. program in international criminal law for foreign and U.S. lawyers.

Through its centers of excellence, concentrations, a three-year integrated skills training program (*CaseArc*), five journals, summer externships, and real-world opportunities (clinics, labs, and externships), the School provides one of the country's most innovative and exciting opportunities for academic work and professional training in law. The School's faculty members are among the best in the nation. For example, in the Sisk-Leiter Scholarly Impact Ratings released in September, Case Western Reserve's law faculty ranks 38th in the nation. In addition to being distinguished in its scholarship, the faculty is also known for its excellence in teaching and mentoring in a supportive academic community.

The School boasts strengths in several areas. *U.S. News & World Report* ranks the health law program third in the country. This program benefits from the strength of the University's School of Medicine, which stands in the top 10 percent of the nation's medical schools in NIH funding and is ranked 20th by *USNWR*. Faculty and students in the international law program have played critical roles in significant cases, including the trials of Saddam Hussein and Charles Taylor. In 2008, a CWRU law student team won the world championship round of the Jessup Competition, which drew 500 teams from 120 countries.

With placement statistics that consistently exceed national levels, the School is recognized for producing excellent graduates. Its alumni remain a loyal and dedicated group that is prepared to work collaboratively with the Dean to advance the School. Alumni serve society in key positions in every state in the nation and across the world. Faculty and staff are committed to cultivating strong local, national, and international relationships to create extraordinary opportunities that connect students and graduates with top-notch public and private sector employers.

On the global level, the School boasts a vibrant Summer Institute for Global Justice at Utrecht University in The Netherlands. It gives students intensive exposure to international and comparative law in an international setting. This summer the School signed agreements with three universities in China to offer exchange programs that allow our students to spend a semester at their law schools. Finally, the Case Abroad at Home program annually brings visiting foreign professors to teach as part of our regular curriculum in areas that augment our existing international and comparative

law offerings.

The School of Law is ranked 56th overall in the 2010 *U.S. News* rankings. There is significant desire, opportunity and support for the next Dean - in collaboration with the School's faculty, staff, students and the broader university - to elevate the School's academic stature in the national rankings while maintaining and advancing the quality of its programs. The academic credentials of the class that entered this fall are the highest since 1994, when the School ranked 40th in the nation.

The School is a priority for the leadership of the University; in fact, President Barbara R. Snyder is a member of the law faculty. Since her arrival in 2007, the University has twice broken its record for the second-highest annual attainment in Case Western Reserve's history. The mean SAT for entering freshmen has climbed 44 points, and the University adopted its first strategic plan in nearly two decades. That document, *Forward Thinking*, emphasizes interdisciplinary collaborations and articulates a compelling commitment to increase international engagement by faculty and students across the University.

Provost W.A. "Bud" Baeslack, III joined the university in 2008. Among his chief priorities are implementing the strategic plan, increasing research funding and productivity and enhancing overall recruitment and retention of faculty.

Resources

The operating budget for CWRU's School of Law for fiscal year 2010-11 is \$32.8 million. At \$25.8 million, tuition represents the school's single largest source of revenue. The law school's endowment is approximately \$76 million. The law school library recently experienced an extensive renovation.

The School of Law includes 56 full-time faculty members, including 27 tenured, four tenure track, six clinical, seven legal writing and skills, and 11 visiting or contract faculty. The staff includes 61 professionals, and the alumni totals 9,900, with about two-fifths of the School graduates living in Northeast Ohio. Other states with the largest numbers of law graduates are California, Florida, Illinois, New York, and Pennsylvania.

The University employs a "management center" system in which deans have significant responsibility for both the income and expense budgets for their programs. This approach empowers deans and allows them to provide leadership in recruiting faculty, developing programs, raising funds, and controlling costs. While this model has clear benefits, the University is working to develop more flexible systems that facilitate collaborations and encourage increased strategic investments from the center - that is, the offices of the president and provost.

Student Body

The School of Law enrolls 628 students in its J.D. program, with approximately 60 percent of these students coming from outside Ohio. Students come to the School from 40 states and more than 300 different colleges and universities. For the class that entered in fall of 2010, the median LSAT is 160, and the median GPA was 3.5. These figures represent significant improvement over previous years, and the highest combined metrics achieved since the mid-1990s.

Environment

Greater Cleveland is the nation's 26th largest metropolitan area, with more than 2 million residents. Once a region best-known for its manufacturing capability, it now is transitioning to an economy focused largely on health care and biomedical innovation. The area is home to six major hospital systems, and 600 medical companies. From 2003 to 2009, it attracted \$835 million in venture capital funding and launched 90 start-up companies.

More than 5,000 practicing attorneys are members of the Cleveland Metropolitan Bar Association, whose roots date back to 1873. Some of the national law firms with offices here include: Jones Day, with 230 attorneys in Cleveland (41 of them alumni of the School of Law); Baker Hostetler, headquartered in Cleveland, with 165 attorneys in Cleveland (45 of them alumni); Squire Sanders & Dempsey, with more than 140 attorneys in Cleveland (33 of them alumni); Thompson Hine, with more than 130 attorneys in Cleveland (25 of them alumni); Calfee Halter, with 145 attorneys in Cleveland (36 of them, including the managing partner, alumni); and Ulmer & Berne, with more than 105 attorneys in Cleveland (32 of them, including the managing partner, alumni), Tucker Ellis & West, with more than 100 attorneys in Cleveland (29 of them, including the managing partner, alumni).

Finally, the city of Cleveland has one of the country's largest metropolitan park districts and more lake shore than any metropolitan area in the world. It is home to 80 ethnic groups speaking more than 60 languages.

Location

University Circle: The School of Law is part of the larger Case Western Reserve University campus that rests within University Circle, a 500-acre neighborhood of more than 40 cultural, educational, medical, religious, and social service organizations. Among the more prominent institutions are the world-renowned Cleveland Orchestra and the Cleveland Museum of Art.

University Circle includes University Hospitals, the primary hospital affiliate of the School of Medicine; the Louis Stokes Department of Veterans Affairs Medical Center, also a teaching affiliate of the School of Medicine; and the Cleveland Museum of Natural History, a university partner with important collections and scholarship in human anthropology.

Within a few minutes' drive are the Cleveland Play House, which collaborates with the College of Arts and Sciences in a nationally competitive M.F.A. program; The Cleveland Clinic, also affiliated with the School of Medicine and the site of the Cleveland Clinic Lerner College of Medicine, a five-year M.D. program for physician-scientists within the University's School of Medicine.

With the assistance and leadership of The Cleveland Foundation, the member institutions of University Circle are taking part in a process designed to enhance collaboration and make the area a vibrant and dynamic destination drawing both new residents and visitors. Several cultural institutions have launched renovation projects or are building entirely new structures. This summer construction began on Uptown, a \$44.5 million retail-and-residential project led by private developers in coordination with the University.

Case Western Reserve University

Case Western Reserve University is a nationally recognized research university located in Cleveland, Ohio. In addition to the School of Law, it includes seven schools: the College of Arts and Sciences, the School of Dental Medicine, the Case School of Engineering, the Weatherhead School of Management, the School of Medicine, the Frances Payne Bolton School of Nursing, and the Mandel School of Applied Social Sciences. CWRU enrolls more than 10,100 students – about 43 percent in undergraduate programs and the balance in graduate and professional programs.

At the post-baccalaureate level, 21 percent of degrees awarded in 2010 were earned in management; 22 percent in medicine or the biomedical sciences; 16 percent in law; 11 percent in engineering (including computer science); 8 percent in social work; 9 percent in nursing; 5 percent in dental medicine; 3 percent in the humanities and the arts; 3 percent in science and mathematics; and 3 percent in the social sciences.

POSITION SUMMARY AND MAJOR RESPONSIBILITIES

The Dean is the chief academic and administrative officer of the School of Law, as well as its most prominent representative to alumni, university leaders, and external

stakeholders. The successful candidate will possess the ability to inspire, persuade, and encourage a broad range of constituents. In addition, this individual will possess the intellect, experience, and managerial skill necessary to create an environment that fosters excellence in teaching, scholarship, and learning.

In recent years, Case Western Reserve University has established significant forward momentum with regard to interdisciplinary initiatives, financial stability, and fundraising. The Dean will be expected to leverage this progress to raise the School's stature within the region, the nation, and the world.

Priorities for the Dean will include:

- Increasing philanthropic support for the School
- Improving the academic credentials of matriculating students
- Enhancing the placement results for graduates of the School
- Improving diversity in the faculty, staff, and student body
- Promoting the development of faculty at all levels, especially junior faculty
- Encouraging concrete efforts to improve teaching and scholarship
- Building collaborative efforts across the University that invigorate faculty and enhance academic offerings
- Developing cooperative relationships between the School, the Cleveland community, alumni, and other national and global entities

The Dean's major responsibilities will include:

- Building on the School's strong foundation in scholarship and excellence in legal education
- Inspiring enthusiasm about the School's short- and long-term goals
- Providing direction and oversight in such areas as academic affairs, administration and planning, student and faculty recruitment, financial management, and diversity and inclusion initiatives
- Promoting alumni relations and community outreach
- Leading fundraising and institutional advancement
- Encouraging and facilitating the highest-quality teaching, scholarly research, and curricular programming
- Collaborating with faculty to enhance graduates' performance on the bar examination(s)
- Improving graduates' career-placement results
- Working closely with the provost, academic deans, and other administrative officers
- Developing public service programs that serve the needs of the local, state and global communities, as well as the legal profession and the University.

DESIRED PROFESSIONAL EXPERIENCE / QUALIFICATIONS

Ideal Experience

The ideal candidate will have a strong commitment to teaching and research, possess proven development and fundraising skills or potential, and be able to foster strong alumni relations. This individual will articulate a vision for the law school while formulating strategies to promote and advance the institution. Other desired characteristics include: intellectual leadership; distinguished professional and/or academic achievement; understanding of how to recruit and retain distinguished faculty, talented staff, and outstanding students; and the ability to engage and excite the local, national, and global legal communities about the School.

Candidate's accomplishments will demonstrate leadership, fundraising, and managerial capability gained in academic and/or professional settings. Prior law school teaching and administrative experiences are preferred, as is evidence of scholarship (for example, journal articles, books or judicial opinions). Practitioners with significant leadership achievement will also be considered.

Critical Competencies for Success

Collaborative Leadership: The Dean must demonstrate the personal and professional skills required to inspire and direct energized and talented faculty and staff. He or she also must foster coalescence around shared values. The Dean must advocate successfully for focused, collaborative strategies that advance the School's stature and prominence. In addition, this individual must foster a culture of cooperation and respect within and across faculty, staff, and students. The Dean must also demonstrate the ability to process competing ideas and perspectives within a transparent decision-making process in the best interests of the School and its constituents.

Institutional Advancement: In a School where substantial achievements co-exist with still-untapped potential, the Dean must lead the faculty in realizing new possibilities. He or she must pursue an agenda of accountability and quality enhancement by leveraging the strong momentum of the broader University. With the goal of enhancing the School's stature, he or she will continue to attract world-class faculty, update the curriculum, enrich the student experience, collaborate with alumni and the legal community, and attract significant financial resources.

University Citizenship: Within the framework of the overall mission of the University, the Dean must develop and implement both short and long-range objectives for the School. These objectives will help to maintain and achieve excellence in teaching,

scholarship, and service. With a holistic institutional perspective, the Dean must engage as a senior leader within the University. He or she must work collaboratively with other deans to build interdisciplinary initiatives that leverage the intellectual and financial resources of the University for the benefit of all.

EDUCATION

A strong academic background is required for consideration, including a juris doctorate from an ABA/AALS-accredited institution.

COMPENSATION

A comprehensive compensation package and relocation assistance will be offered to the successful candidate.

Nominations, inquiries, and expressions of interest (CV and letter) should be directed to our search consultants, Korn/Ferry International, c/o John F. Amer, Esq., Client Partner, (310) 556-8577, 1900 Avenue of the Stars, 26th Floor, Los Angeles, CA 90056, or by e-mail at cwrulaw.kornferry.com.

The appointment of the Dean will be effective in June 2011. Applications are encouraged by January 15, 2011 but candidate materials are being evaluated on an ongoing basis. The search will continue until an appointment is made.

In employment, as in education, Case Western Reserve University is committed to Equal Opportunity and Diversity. Women, veterans, members of underrepresented minority groups, and individuals with disabilities are encouraged to apply.