



Position Profile



Dean, School of Law

February 2024

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Search Summary

Case Western Reserve University (CWRU) seeks a transformational leader and accomplished scholar to serve as the next Dean of the School of Law. One of the oldest law schools in the nation, the Law School is known for its influential faculty-scholars and robust marketplace of ideas; many top-ranked programs; advanced curricula focused on experiential education; a global and international perspective; and longstanding commitment to diversity, equity, and inclusion. The Dean will lead a collegial faculty, an outstanding and diverse student body, a dedicated staff, and an engaged and supportive alumni network. The Dean will have opportunities to work with leaders from across CWRU, one of the country's leading independent private research institutions and accomplished member of the AAU (Association of American Universities). The Dean will also engage with the Cleveland community, home to several of the nation's largest law firms, foremost healthcare systems, and world-renowned cultural institutions, as well as with the Law School's broad network of national and international stakeholders.

The next Dean of the Law School will have the opportunity to leverage and augment the Law School's strengths and guide the institution on a path that will: (1) ensure the Law School remains financially sound and continues to attract philanthropic support; (2) attracts, supports, and retains a world-class faculty; (3) enrolls an exceptional and diverse student body; (4) promotes curricular innovations to prepare students for the ever-evolving legal profession and a rapidly changing world; (5) enhances student outcomes in bar passage and professional opportunities; and (6) sustains a commitment to diversity, equity, and inclusion. The Dean of the Law School will serve as its chief academic and executive officer and will report to the Provost/Executive Vice President of CWRU.

In the Spring of 2023, the Law School enrolled 608 students across its degree programs. The school comprises 45 full-time faculty, 78 adjunct faculty, 53 staff members, an operating budget of \$47.6 million, and a total endowment of over \$128 million. The Law School has a strong fundraising record and is in the midst of a successful scholarship drive. The Law School has been successfully led by co-deans since 2013 and will return to having a single-dean model moving forward.

Case Western Reserve University

CWRU is among the country's leading independent private research institutions and has been a member of the Association of American Universities (AAU) since 1969. CWRU is located five miles east of downtown Cleveland in University Circle, a square-mile urban district full of renowned cultural, medical, educational, and social-service institutions. Among one of the most

livable cities in the country, metropolitan Cleveland is home to nearly three million people and is known for its thriving healthcare and biotechnology industries, lively arts and cultural scene, popular sports franchises, low cost of living with neighborhoods ranked as among the best places to live in Ohio, and wealth of natural resources. Many of CWRU's academic programs incorporate collaboration with cultural and educational institutions across the region.

Today, CWRU comprises the College of Arts and Sciences and seven schools—the Case School of Engineering, the Frances Payne Bolton School of Nursing, the Jack, Joseph and Morton Mandel School of Applied Social Sciences, the School of Dental Medicine, the Law School, the School of Medicine, and the Weatherhead School of Management. CWRU has a \$1.43 billion operating budget (FY 2024) and a \$2.261 billion endowment, and is positioned for strong growth into the future. CWRU will increase its overall faculty by a net 100 new tenured and tenure-track faculty over the next five years.

In 2023, CWRU received its 12th consecutive Higher Education Excellence in Diversity Award from 20 INSIGHT Into Diversity magazine for its commitment to diversity and inclusion and implementation of comprehensive diversity initiatives across campus. CWRU's Office of Diversity, Equity and Inclusive Engagement provides support and guidance and promotes equitable and fair treatment in employment, education and other aspects of campus life. Among its achievements is the design and implementation of Diversity 360, a diversity education and training program. More than 15,700 students have participated in Diversity 360 since 2015.

The Law School

Founded in 1892, the Law School is one of the oldest law schools in the nation. Situated in a parklike setting in the heart of University Circle, the Law School is in close proximity to downtown Cleveland. It is a charter member of the Association of American Law Schools and The Order of the Coif and was among the first law schools accredited by the American Bar Association. Commitment to social justice has been a cornerstone of the Law School since its founding. Our first class included an African-American student; today, 20.6% of JD students identify as a member of an under-represented minority group, and we have graduated distinguished champions for justice in the civil rights movement such as Fred Gray and C.B. King.

In addition to the three-year JD degree, the Law School offers 14 master's degrees, five LLM degrees and an SJD degree. It also offers ten joint degrees with other schools at CWRU and concurrent degree programs with universities in London, Paris, and Madrid.

The Law School maintains a focus on developing innovative programming for students, growing its scholarship endowment, and improving job placement for graduates of the JD program. Currently, the Law School plans to begin a new part-time online program in the fall

of 2024. The Law School also recently launched an innovative Compliance and Risk Management Program. The master and certificate programs in compliance and risk management are designed to meet the steadily increasing demand by businesses and government agencies for experts in the state, federal, and international laws and regulations that are relevant to the day-to-day operations of businesses.

Program Highlights

In 2023, Princeton Review ranked the Law School as the 26th best law school in the nation for quality of teaching. The 2022 Heald and Sichelman study of scholarly impact ranked the Law School faculty as the 30th best in the nation based on Social Science Research Network downloads and HeinOnline citations. In addition to exemplary teaching and scholarship, Law School professors play a leading role in working for reproductive rights, civil rights, and police reform at the local and state level.

Few law schools have as many top-ranked programs as the Law School. In 2022-2023, preLaw magazine ranked the Law School as a “Top School” in twelve specialty areas: Health Law (A+) (Back to School Issue 2023), International Law (A+) (Winter 2024), Intellectual Property Law (A+) (Spring 2023), Practical Training (A+) (Spring 2023), Tech Law (A+) (Winter 2024), Trial Advocacy (A) (Winter 2024), Environmental Law (A) (Spring 2023), Business Law (A) (Fall 2023), Criminal Law (A-) (Fall 2023), Entertainment Law (A) (Winter 2024), Human Rights Law (A-) (Back to School Issue 2023) and Public Policy Law (A-) (Winter 2024).

The Law School is a leader in experiential education and has ranked in the top 10 law schools in the nation for practical training in 2021, 2022, and 2023 (PreLaw Magazine). The Law School’s Experiential Education curriculum provides students hands-on experience and client contact during all three years of law school, culminating in an intensive clinical experience or external externship ([here](#)). From the Health Law Clinic to the Community Development Clinic, the Law School’s ten law clinics provide thousands of hours of pro bono legal representation to the Cleveland and Northeast Ohio community ([here](#)). In January 2024, the Law School’s Legal Writing, Leadership, Advocacy, Experiential Education, Advocacy, and Professionalism (LLEAP) program was named a finalist in Bloomberg’s Law School Innovation Program ([here](#)).

The Law School features eight academic centers and institutes, dedicated to shaping law and policy in specialty areas: [The Coleman P. Burke Center for Environmental Law](#); [The Cox International Law Center](#); [The Law-Medicine Center](#); the [Spangenberg Center for Law, Technology, and the Arts](#); [The Business Law Center](#); [The Center for Professional Ethics](#); [The Compliance Institute](#); and [The Social Justice Law Center](#).

The International Law program is ranked as the 10th best International Law program in the

nation (U.S. News & World Report 2023-24). The program includes a human rights lecture series, three annual conferences, a recently endowed Immigration Law Clinic, two international law journals, and three award-winning moot court teams.

The Law School's Health Law program is ranked as the 11th best Health Law program in the nation (U.S. News & World Report 2023-24). The program has multiple endowments and includes a health law clinic, a highly ranked health law journal, a lecture series, and an annual conference.

In 2019, the Law School received a \$10 million gift to launch the Burke Center for Environmental Law. The size of this transformative gift placed CWRU on the map in the environmental law field. Our location in Cleveland, on the environmentally recovered shores of Lake Erie and the Cuyahoga River, makes the Burke Center an especially important new player in this area.

The Role of the Dean

As the Law School's chief executive and academic officer, the Dean will report to the Provost/Executive Vice President. The Dean is responsible for all areas of strategic planning and academic operations for the Law School, including management of faculty and staff, development of academic programs and curricula, delivery of student services, development of research, fundraising and alumni relations, fiscal management, and oversight of facilities. The Law School has a strong culture of shared governance, and the Dean is expected to exercise collegial and transparent leadership within the context of this culture. The Dean ensures an interactive and consultative communication process that fosters collegiality, cooperation, and innovation across the Law School and with other units across CWRU, including its senior administration.

The Dean will oversee an annual operating budget of more than \$47.6 million and a combined faculty and staff of 98 members. The Dean is supported by an Associate Dean of Student Services; an Associate Dean for Academic Affairs; an Associate Dean of Diversity and Inclusion; an Associate Dean for Global Legal Studies; an Associate Dean for Research and Faculty Development; an Associate Dean for Experiential Education; an Associate Dean of Finance and Administration; an Associate Dean of Development and Alumni Relations; an Associate Dean for Enrollment Planning and Strategic Initiatives; an Associate Dean of Admissions; an Associate Dean for Career Development; and an Executive Aide.

Leadership Challenges and Opportunities

The Law School has benefited from 10 years of enterprising and stable leadership. The next Dean will have the opportunity to display leadership that includes but is not limited to the following priority areas:

Recruit, Support, and Retain a World-Class Faculty

The growth and trajectory of the Law School and its ability to attract high-quality students, as well as to draw philanthropic support, rests on the quality of its faculty. The Dean must ensure that the Law School continues to recruit, support, and retain outstanding faculty and fosters them to reach their highest potential. The Dean will lead by scholarly example and hold faculty to the highest scholarly and teaching standards. The Dean will work closely with faculty and other key stakeholders to identify opportunities to hire new faculty whose contributions will further distinguish the Law School from among its peer institutions and raise its scholarly profile and overall ranking.

Elevate Robust Fundraising and Exercise Sound Financial Stewardship

CWRU has a modified Responsibility Center Management budget model. This approach facilitates an ambitious and enterprising approach to fiscal fundraising and budget management. The Dean will build on already strong relationships with alumni, the business community, and other supporters to increase investment in the Law School and its future. The Dean leads and supports the Law School fundraising and alumni relations efforts and promotes a communications strategy that delivers a compelling and coherent message about the Law School and its activities, accomplishments, and impact. The Dean will work with the Scholarship Committee of alumni leaders to guide the \$20 million Scholarship Endowment Drive begun in 2022, of which \$8.5 million has been raised.

In partnerships with the faculty and university partners, the Law School Dean will focus creative attention on right-sizing student enrollment across its JD, LLM, SJD, Master's, and Certificate programs, while retaining rigorous academic standards. The next Dean will exercise prudent and strategic budget management.

Meet the Challenges Facing Legal Education and the Profession

Legal education is currently in a state of rapid innovation and change. The Dean will guide the Law School in adapting to the changing legal landscape, including the anticipated implementation of the NextGen Bar exam, alternative admissions tests, and technological advancements that impact how students are taught and how they will practice in the future. The Dean, with the assistance of administrators and faculty, will implement the Law School's new part-time online program in the fall of 2024.

The Dean, in partnership with faculty and other major stakeholders, will articulate a strong and clear vision for the Law School and develop, implement, and adapt ideas and strategies as the Law School meets the changing needs of students, faculty, staff, and its external communities. The Dean will further strengthen the academic programs offered by the Law School and bring an

understanding of current and future issues, trends, and forces that will impact legal education and practice, while maintaining a student-centered focus.

Improve the Law School's Profile by Enhancing Student Outcomes

The Law School has made great strides in recent years in increasing its graduates' bar passage rates and job placement. The Dean will continue this trajectory and lead the Law School in nimbly adapting to the changing legal profession and expectations of employers, while zealously advocating for the Law School's students and graduates.

Elevate Inclusive Excellence

The Law School has made important gains in elevating inclusive excellence among its faculty, staff, students, curricula, and programmatic efforts. The Dean will reaffirm and advance the Law School's commitment to creating and maintaining an inclusive and equitable community.

Encourage Collaboration Across the University

The Dean will serve as a collegial and effective advocate for the Law School within a vibrant and research-intensive university. To do this well, the Dean will be expected to build positive relationships with fellow deans and senior leaders across the CWRU administration. The Dean will also support the goal of encouraging interdisciplinary collaboration among faculty across units and schools of CWRU.

Desired Experience and Qualifications

- A JD with scholarly achievements that merit appointment at the rank of full professor with tenure.
- A strong background in academic leadership with experience in administration at the law school level.
- A commitment to transparency and faculty governance, as well as to consideration of multiple perspectives.
- Experience in effectively managing staff and a willingness to delegate as appropriate.
- A student-centered outlook, as well as an interest in and aptitude for developing a strong rapport with students.
- An ability to balance competing priorities among stakeholders, including faculty and staff.
- A record of proven success in, or aptitude for, significant fundraising.
- A sophisticated and nuanced understanding of the current challenges facing legal education and higher education, and issues facing society more generally.
- A demonstrated commitment to building an organization that values and practices diversity, equity, and inclusion.

- A commitment to academic freedom and fostering an institutional environment that encourages the expression of a broad range of perspectives while maintaining collegiality and civility.
- The ability to collaborate with CWRU's senior leadership, including the President and Provost and fellow deans, and to advance CWRU's goals while serving as a strong advocate for the Law School.
- An enthusiasm for innovation and creativity in leading the Law School to new heights

Instructions for Inquiries, Nominations, and Applications.

Provost/Executive Vice President Joy K. Ward, and the Law School Dean Search Committee, co-chaired by Associate Dean Jessie Hill and Dean Dexter Voisin, invite inquiries, nominations, and applications for the position of Dean of the Law School. Interested, qualified individuals should provide to CWRU.law@edexsearch.com an electronic version of their curriculum vitae along with a bullet-point summary of key accomplishments in each leadership role held. The submission of a letter expressing interest is optional, albeit very welcome.

CWRU has retained Ilene H. Nagel and John D. Simon of Education Executives to assist with this search. Confidential inquiries, nominations, and applications should be sent via email to:

Ilene H. Nagel and John D. Simon
Education Executives, LLC
cwru.law@edexsearch.com

Case Western Reserve University strives to maintain a diverse and inclusive work environment. All applicants are protected under Federal law from discrimination based on race, color, religion, sex, sexual orientation, gender identity or expression, national origin, disability, age and genetics.

Case Western Reserve provides reasonable accommodations to applicants with disabilities. Applicants requiring a reasonable accommodation for any part of the application and hiring process should contact the Office of Equity by phone at 216.368.3066 or by email at equity@case.edu. Determinations as to granting reasonable accommodations for any applicant will be made on a case-by-case basis.