



# University of Michigan Law School Dean Search

Position Description – November 2022

## POSITION SPECIFICATION

<b>Position</b>	Dean, University of Michigan Law School
<b>Organization</b>	University of Michigan
<b>Location</b>	Ann Arbor, Michigan
<b>Reporting Relationship</b>	Provost and Executive Vice President for Academic Affairs
<b>Website</b>	<a href="https://michigan.law.umich.edu/">https://michigan.law.umich.edu/</a>

## THE OPPORTUNITY

The University of Michigan invites nominations and applications for the position of Dean of the Law School.

## BACKGROUND INFORMATION

### About the University of Michigan

The University of Michigan has a distinguished history, beginning with its founding in 1817 as one of the first public universities in the nation. It is one of the few public institutions to be consistently deemed amongst the nation's top universities. The University is distinguished by its broad excellence across many disciplines, with many of its departments and professional schools ranked among the top ten in the country. The University has one of the largest healthcare complexes and one of the best library systems in the country. With more than \$1.7 billion in research expenditures annually, the University has the second-highest level of research activity among all universities in the nation. The University has an annual budget of nearly \$11 billion and an endowment valued at more than \$17.3 billion.

Originally established in Detroit, the University moved to Ann Arbor in 1837, where its flagship campus is located. The University has two additional campuses; one in Flint opened in 1958 and the other in Dearborn opened in 1959. The 3,200-acre Ann Arbor campus is an eclectic, vibrant, cosmopolitan community. The University's academic programs are organized into 19 separate schools and colleges on the Ann Arbor campus, including Architecture & Urban Planning; Art & Design; Business Administration; Dentistry; Education; Engineering; Graduate Studies; Information; Kinesiology; Law; Literature, Science & the Arts; Medicine; Music, Theatre & Dance; Natural Resources & Environment; Nursing; Pharmacy; Public Health; Public Policy; and Social Work. Collectively, the schools and colleges in Ann Arbor enroll 51,000 students, broken down into 32,700 undergraduates and 18,300 graduate students.

The University has more than 7,400 faculty in Ann Arbor. Nearly 200 members of the faculty have been elected to National Academies of Sciences, Medicine, Engineering or the American Academy of Arts and Sciences. Its faculty has received numerous awards, including MacArthur Foundation awards, Pulitzer prizes, Grammy awards, National Medals of Science, National Medal of Technology, and a Nobel Prize. Recognition for creative accomplishments in the arts, media, and public service is also widespread.



The administrative leadership model at the University of Michigan is decentralized: the deans of the various schools and colleges have significant autonomy in terms of their vision, activities and budgets. In broad terms, the University’s budgeting system is an “activity-based” budget system, so that increases in certain activities lead to automatic flows of resources and costs to the units that do the work and obtain the revenue. In addition, UM central administration provides a great deal of support for campus-wide activities and intellectual initiatives that cut across the schools and colleges. Additional information can be found at [www.umich.edu](http://www.umich.edu).



### **About Michigan Law School**

The University of Michigan Law School in Ann Arbor is one of the world’s finest institutions of legal education, consistently ranked among the top 10 law schools in the nation, and is internationally renowned for its academic rigor, stunning physical surroundings, the faculty’s preeminent scholarship, and an academic community noted for collegiality and warmth. Founded in 1859 and housed on the University of Michigan’s central campus, the law school is unmatched for the beauty of its Quadrangle and surrounding buildings and is superbly functional for its residential and scholarly community. Michigan Law offers Juris Doctor, Master of Laws, Master of Advanced Corporation Law, and Doctor of Juridical Science degree programs, as well as certificate programs.

From the development of its first curriculum in 1859, Michigan Law has been steadfast in its commitment to providing a legal education that is analytical and pragmatic. The law school’s pedagogic objectives are to offer excellent instruction across a broad range of legal disciplines, to provide students with the theoretical and practical tools they need to become effective and successful legal professionals, and to foster the perspectives and experiences that will guide them toward a full and rewarding life in the law. Michigan Law is distinct among peer institutions for its spirit of collegiality and the strength of its culture of community.



Michigan Law has a sizable and diverse faculty, with many preeminent in their fields. The law school enrolls approximately 1,000 students and employs more than 100 full-time staff, and over 100 full-time faculty members, with many distinguished visiting scholars further enhancing course offerings. The faculty includes 66 research faculty, 20 clinical faculty, 9 legal practice faculty, 11 professors from practice, and 7 L. Bates Lea Global Professors. While maintaining a long tradition of eminence in constitutional, criminal, international, and comparative law, Michigan employs faculty whose interdisciplinary breadth is reflected in an extraordinary range of expertise, including economics, race and feminist theory, history, life sciences, philosophy, political theory, and public policy. Their depth is reflected by multiple measures, such as the percentage of faculty (almost 20%) who are governing members of a world-class University department in another discipline, the number (more than one-quarter) who hold doctorates in nonlaw fields, and the percentage (nearly 10%) who are Fellows of the American Academy of Arts and Sciences. With 17 nationally recognized clinics, a wealth of doctrinal offerings, and numerous highly regarded international internship opportunities, Michigan Law has considerable resources at its disposal and graduates some of the most talented and high-achieving lawyers in the country, trained in a close-knit community atmosphere.

Please visit us online for more information about:

Michigan Law Faculty: <https://michigan.law.umich.edu/faculty-and-scholarship/our-faculty>  
DE&I: <https://michigan.law.umich.edu/student-life-and-community/diversity-equity-and-inclusion>  
Academic Areas of Interest: <https://michigan.law.umich.edu/academics/areas-interest>  
Programs of Study: <https://michigan.law.umich.edu/academics/programs-study>  
Experiential Learning: <https://michigan.law.umich.edu/academics/experiential-learning>  
2023 Class Profile: <https://michigan.law.umich.edu/about-michigan-law>  
*Quadrangle* Magazine: <https://quadrangle.law.umich.edu/winter2022/>

### **History of the Law School**

The University of Michigan Law School, one of the oldest law schools in the nation, was founded in 1859. Indeed, the University of Michigan's founding statute of 1859 required the law faculty to hire a professor of international law and our first LLM class graduated more than 130 years ago. Unlike other highly selective law schools established in that era, admission was never restricted to the privileged. When Gabriel Hargo graduated from the Law School in 1870, Michigan, then the largest law school in the country, became the second American university to confer a law degree on an African American.

That same year, Michigan was the first major law school to admit a woman, and in 1871, graduate Sarah Killgore became the first woman with a law degree in the nation to be admitted to the bar; by 1890, Michigan had graduated more women than any other law school. That commitment to access and diversity joined an equally powerful commitment to excellence, which continues to this day.

The Law School has long held an international reputation. In 1878, the first Japanese students graduated. During the deanship of Thomas M. Cooley (1871-1883), the School took pride in being open to all persons literate in English, including over 80 subjects of the Emperor of Japan, who were sent to Ann Arbor as a part of the opening of that empire to external influence.

The University of Michigan is one of the world's largest and finest public universities. Generous support from the people of Michigan over many years was essential to creating this outstanding institution, and Michigan Law's thousands of graduates have supported the School since the early



20th Century, when President Harry Hutchins developed a national alumni network. Nowadays the Law School is funded almost entirely through tuition and private giving.

### **Ann Arbor, Michigan**

Ann Arbor offers an exceptionally high quality of life, combining the safety and intimacy of a smaller city of about 121,000 residents with an abundance of cultural opportunities exceeding those of cities of much larger size. Ann Arbor is one of the world's great college towns. Intellectual, artistic, and recreational opportunities in the broader community abound for people of all ages. Ann Arbor perennially ranks in magazine polls as one of the best places in the United States to live. Ann Arbor is also regularly recognized as one of the best places to raise a family. Twenty percent of Ann Arbor residents speak a language other than English at home, and sixteen percent were born outside the U.S. The University Musical Society, Ann Arbor Art Fair, Summer Festival, and Ann Arbor Film Festival punctuate continuous public offerings in the arts and sciences. The University Museum of Art, the Natural History Museum, the Kelsey Archaeological Museum, numerous smaller galleries and exhibits, and innumerable lectures and presentations are free to the public.

Ann Arbor is 30 minutes away from a major international hub airport, making day trips to the Eastern and Central U.S. common and offering easy access to cities around the world. The City of Detroit is 40 miles to the east of Ann Arbor. From urban farming to artist communities, Detroit offers exciting opportunities to explore new models of urban architecture, land use, and organization.





## **KEY RESPONSIBILITIES**

Reporting to the Provost, the Dean provides academic, intellectual, and administrative leadership for the Law School. The Dean works with key stakeholders to articulate the Law School's strategic direction, consistent with the university's vision, values, mission, and goals. The Dean supports and inspires a diverse and accomplished faculty and advances transformative scholarship to address current sector opportunities and challenges. The Dean serves as a mentor and promotes interdisciplinary efforts that fulfill the Law School's mission of educating students and collaborating across the university. Bringing organizational leadership experience, the successful candidate must demonstrate the ability to work with a diversity of disciplines and programs, strong interpersonal skills, and the ability to build bridges across the Law School, campus, and community. The next Dean must possess a commitment to and track record of outcomes fostering a more diverse, equitable, and inclusive environment. The successful candidate must be able to speak for the Law School with a variety of audiences and should be committed to fundraising.

Additional responsibilities of the Dean include:

- Leading, recruiting, and retaining a world-class faculty
- Advancing the School's commitment to Michigan's priorities and strategic goals
- Collaboratively developing a strategic vision for the School's future by planning and implementing the initiatives necessary to realize a bold vision
- Obtaining and managing financial and human resources to support key initiatives
- Building strong relationships with advisors, alumni, and other donors, and leading the School's fundraising efforts
- Being visible and accessible to students, faculty, staff, alumni, advisors, and community members
- While managing and leading locally, building, and developing the School's international and interdisciplinary programs
- Collaborating with fellow Deans on interdisciplinary programs, joint faculty appointments, and new academic initiatives

## **PROFESSIONAL EXPERIENCE / QUALIFICATIONS**

The successful candidate will have the highest commitment to academic and scholarly standards and be an accomplished leader in their field. Successful candidates will also bring the following professional experience and traits:

- A demonstrated track record of achievement as a strong and collaborative leader and administrator, providing evidence of a capacity to lead Michigan Law as it pursues its highest priorities
- Sound, data-driven, and transparent judgment in decision making as it relates to strategic growth and vision
- Demonstrated ability to partner effectively with the School's faculty, the President, the Provost, Deans, and other members of the University's senior leadership team
- A commitment to the belonging of all, diversity, equity, and inclusion in all its forms (i.e., racial, gender, socio-economic, intellectual, methodological, disciplinary, and others)
- Strong evidence of being eager and able to lead, recruit, retain, and support a diverse and eminent faculty, staff, and student body – including the ability to support and enhance Michigan Law's existing culture with the infusion of 21 new members of the faculty joining in 2022-2023



- Experience being a strategic and entrepreneurial leader who will have the highest aspirations and ambitions for the quality and reputation of Michigan Law
- A demonstrated ability to establish and pursue clear strategic priorities, to lead the fundraising effort needed to implement them, and to manage resources effectively to steadily advance those priorities
- An articulate, inspiring, joyful, and effective communicator across all internal and external constituencies
- Knowledge of the trends for legal education integrating practice with theory
- Demonstrated outcomes showing value of experiential learning and supporting the work of clinical and legal practice faculty
- A commitment to supporting students interested in pursuing careers in the public interest in addition to supporting those interested in private sector employment
- Knowledge of the mental health and wellness needs for students, staff, and faculty
- Effective advocate within the construct of a complex public institution
- A global outlook, with a strong commitment to realizing the potential contributions of Michigan Law to strengthening Michigan's strategic engagement with local, national, and international communities

#### **EDUCATION AND FACULTY RANK REQUIREMENTS**

The Dean should possess an earned J.D. or equivalent terminal degree(s), and possess a record of recognized achievement in research, teaching, and service that would warrant appointment as a Full Professor at the University of Michigan.

#### **COMPENSATION**

The University of Michigan offers an attractive compensation and benefits package, commensurate with the successful candidate's background and experience.

#### **NOMINATIONS AND APPLICATIONS**

The University of Michigan has retained the services of the executive search firm Korn Ferry. Applicants should submit the following two documents (in two separate PDFs):

1. An up-to-date and detailed curriculum vitae.
2. A brief (2-4 pages) letter of interest describing why you are interested in the role of Dean of the Law School at the University of Michigan, why you would be successful based on your professional experience, why now is a good time for you to consider this opportunity, and your commitment to diversity, equity, and inclusion.

For priority consideration, please submit all application materials by **January 18, 2023**. The two documents (in PDF) should be sent directly to **Dr. Josh Ward at [Josh.Ward@KornFerry.com](mailto:Josh.Ward@KornFerry.com)**.



## KORN FERRY CONTACTS

<p><b>Rosa-Lyn Morris</b> Senior Client Partner Education and Nonprofit Korn Ferry <a href="mailto:Rosa.Morris@KornFerry.com">Rosa.Morris@KornFerry.com</a> (202) 955-0952</p>	<p><b>Josh Ward, PhD, MPhil</b> Senior Client Partner Education and Academic Medicine Korn Ferry <a href="mailto:Josh.Ward@KornFerry.com">Josh.Ward@KornFerry.com</a> (405) 640-3994</p>
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*The University of Michigan, including the Ann Arbor, Dearborn, Flint campuses as well as Michigan Medicine, as an equal opportunity/affirmative action employer, complies with all applicable federal and state laws regarding non-discrimination and affirmative action. The University of Michigan is committed to a policy of equal opportunity for all persons and does not discriminate on the basis of race, color, national origin, age, marital status, sex, sexual orientation, gender identity, gender expression, disability, religion, height, weight, or veteran status in employment, educational programs and activities, and admissions.*