

# Lewis & Clark



## POSITION PROFILE

### **Dean, Law School**

### December 2023

*This search is managed in partnership with Summit Search Solutions, Inc.*





*Lewis & Clark Law School invites nominations for, and inquiries and applications from, individuals interested in a unique leadership opportunity as Dean of the Law School.*

*The Law School offers highly ranked programs, LLM degrees, and certificates in desirable and cutting-edge areas. The Law School seeks a dean who will continue to build the core reputation of the School, lead and support our world class faculty, and enhance the overall experience for students.*







## ABOUT LEWIS & CLARK COLLEGE

**Lewis & Clark College** is a private higher education institution with a public conscience and global reach. Lewis & Clark has long embodied a spirit of curiosity and adventure no doubt linked to its location in the Pacific Northwest. The College's study of and commitment to sustainability and the natural environment is intrinsically linked to its unique place in the world. Its commitment to providing students with international experiences prepares them to be active, responsible, and confident citizens of the world. Its pursuits of innovation and leadership are outgrowths of a desire to venture beyond the status quo. In preparing students to be global citizens, Lewis & Clark helps them develop the tools and habits necessary to engage others with civility and respect. The College's people – its energetic students, distinguished faculty, talented administrators and staff, and outstanding graduates - live committed, purposeful lives as global citizens.

Lewis & Clark serves over 3,600 students in three schools: the **College of Arts and Sciences**, the **Graduate School of Education and Counseling**, and the **Law School**. The combination of outstanding liberal arts programs and top-ranked, high-quality professional programs, along with the College's location in a major city that provides a lab for learning and engagement, makes Lewis & Clark unique. Lewis & Clark is one of the top ten producers of Fulbright scholars in the country and is nationally known for its academic programs, teaching excellence, global engagement, environmental leadership, and strong sense of civic responsibility. Lewis & Clark is located on three adjacent campuses nestled among towering trees and trillium-lined creeks, just six miles from downtown Portland, Oregon. The College's campus is regularly recognized as one of the most beautiful in the country.

Energized by its new president, Dr. Robin Holmes-Sullivan, and led by a cohesive and talented senior administrative team, the positive momentum of the College is palpable. The College is making strong progress toward meeting the goals of its strategic plan, *Exploring for the Global Good*.

Lewis & Clark College is keenly aware of the importance of diversity among the student body, faculty, and staff. The overarching goal is "to create an institutional culture of belonging, where all community members can fully participate such that they can teach, lead, grow, and critically engage in a dynamic global world." (Exploring for the Global Good – Lewis & Clark's Strategic Plan, 2019)

## Leadership

Lewis & Clark is governed by a **Board of Trustees** of approximately 30 members. The trustees are elected for overlapping three-year terms by a majority vote of the incumbent Board. Terms expire in the spring and new members are appointed to the Board in May. The Board has responsibility for the general educational, financial, and operating policies of the institution and the duty to pursue the financial and community support necessary to implement those policies.

The **President** appoints and evaluates the performance of key employees of the College, including the three academic deans, six vice presidents, and the dean of equity and inclusion. The president, vice presidents, and deans are members of the Executive Council of the College, which meets regularly in furtherance of the administrative management of the College.

### President Robin Holmes-Sullivan



Robin Holmes-Sullivan, Ph.D., is Lewis & Clark's 26th president, and the first female and person of color to serve in this role in the institution's 156-year history. She took the helm in July 2022, after three years serving as Lewis & Clark's vice president for student life and dean of students. Holmes-Sullivan has been credited for her pivotal role during the COVID-19 pandemic in devising creative approaches that helped keep students safe and progressing toward their degrees. Her leadership in campus engagement efforts to enhance the student experience at Lewis & Clark contributed to the recent completion of a \$17 million project to renovate the Fowler Student Center. Holmes-Sullivan also played a key role in the development of the new Center for Social Change and Community

Involvement in the College of Arts and Sciences. Holmes-Sullivan recently oversaw the successful conclusion of a comprehensive philanthropic campaign that raised over \$155 million for student scholarships, infrastructure needs, and supported various capital construction projects.

Holmes-Sullivan came to Lewis & Clark in 2019 from the University of California, where she served as vice president for student affairs overseeing the undergraduate admissions process and other student-related issues for the 10-campus, 270,000-student system. Prior to her time at the University of California, Holmes-Sullivan spent 25 years at the University of Oregon, working her way up from a position as a clinical coordinator in the counseling center to become vice president of student life.

Several of the key institutional goals Holmes-Sullivan has articulated are focused on communication and external relations:

- Strengthen the commitment of Lewis & Clark to be a community of care that is known for its unwavering service to students regardless of where or how they engage the institution.
- Strengthen Lewis & Clark's relationships and ties to civic and government leaders and the greater Portland community.
- Excel at telling others about Lewis & Clark's areas of excellence, persuading the finest students, faculty, and staff to join our ranks.
- Improve our rankings and reputation by retaining a higher percentage of students, improving alumni giving, strengthening recruitment programs, and ensuring we are better known by peers.
- Build on our progress toward meeting our diversity, equity and inclusion goals and serve as a model for the nation on how to talk through differences.
- Reward and retain our loyal faculty and staff with competitive compensation and open our doors to new and diverse faculty and staff.





## ABOUT THE LAW SCHOOL

Lewis & Clark Law School, a top law school in the greater Pacific Northwest region of the United States, is the only law school in Portland, Oregon. The Law School is located on its own campus just a short walk to the undergraduate and graduate school campuses.

Lewis & Clark Law School is a national leader in public service employment. Its environmental law program is consistently ranked one of the top in the nation and it has the most robust animal law program in the world. The Law School's innovative business law programs connect with businesses headquartered in Oregon, such as Nike and Intel, to provide real-life experience to students. Its entrepreneurial clinics engage in cutting-edge work with environmental, natural resources and energy law cases; wildlife and farmed animal protection; criminal justice reform; small business transactions; and tax issues for low-income individuals. Lewis & Clark's highly ranked foundational programs give students practical training in lawyering skills starting on their very first day and the Advocacy Center provides mock litigation experiences and training. Incoming students hold high LSAT and GPA scores with medians of 160 and 3.59 respectively. Graduates enjoy high bar pass rates and graduation employment statistics greater than 90 percent.

### Mission

Lewis & Clark Law School provides a supportive and rigorous intellectual environment in which students develop the legal knowledge, critical thinking, practical skills, and values that empower them to excel as ethical and engaged professionals in a diverse and dynamic world.

### Our Values

- Student Centered
- Collegial and Supportive
- Diverse and Inclusive
- Intellectually Rigorous
- Civic Minded
- Faculty Governed

### Quick Facts

- The only law school in Portland, Oregon
- Top ranked environmental law program for over 25 years
- Entering JD class size is 160-170
- Student to faculty ratio of 7 to 1
- 93.71% of '21 grads were employed or pursuing a graduate degree within 10 months
- 20% of 1Ls self-identify as students of color
- The most recent first time Oregon bar pass rate was 82%
- Full-time and part-time options as well as an evening program
- Largest law library in Oregon
- Over 14,000 law school alumni living in all 50 US states and in 44 countries

## History

Founded in 1884, as Oregon's first state law school, the School became the Northwestern College of Law in 1915. In 1965 the School merged with Lewis & Clark College and became known as the Northwestern School of Law of Lewis & Clark College. Soon after, it moved to the present location, a short walk from Lewis & Clark's undergraduate campus.

Once exclusively a night program, the Law School began expanding its offerings in 1970 to include an extensive range of daytime classes. During the subsequent decade, the Law School, always a highly respected regional institution, rose to national prominence, distinguished for its legal education, research, and service. The School received ABA accreditation in 1974.

## Facilities

The Law School rests on 20 acres of property adjoining the 645-acre Tryon Creek State Park, near the southern boundary of Portland. The Paul L. Boley Library, John Gantenbein Building, and Chester McCarty Classroom Building, all designed by noted architect Paul Thiry, were completed in 1970. The William Swindells Legal Research Center, designed by the Portland firm of Broome, Oringdolph, O'Toole, Rudolf, and Associates, opened in 1977. The Louise and Erskine Wood Sr. Hall officially opened in January 2002.

Boley Library was renovated in 2001; the Gantenbein Building in 2017; and classrooms in the McCarty Building in 2017 and 2018. In 2023, additional classrooms were renovated, resulting in a teaching courtroom (Bergman Courtroom) and a seminar style classroom. Improvements were made to the Boley Law Library and Wood Hall for office and conference room space. In early 2024, the Wood Hall study area will be configured in a flex design to allow for it to be used as an event space.

## Programming

The Law School offers top specialty JD programs in several areas, through both part-time and full-time course loads. Certificates are available in the following areas:

- Animal law
- Business and commercial law
- Criminal law
- Environmental and natural resources law
- Energy, innovation, and sustainability law
- Federal taxation law
- International law
- Intellectual property law
- Public interest law

Other programs include:

- LLM degree in environmental, natural resources, and energy law - online and on campus
- MSL (Master of Studies) degree in environmental, natural resources, and energy law - online and on campus
- LLM degree in animal law - online and on campus
- MSL (Master of Legal Studies) in animal law - online and on campus
- Accelerated BA/JD program with the College of Arts and Sciences
- Accelerated BA/MS (Master of Legal Studies) in environmental law program with the College of Arts and Sciences
- Joint JD/MBA program with Portland State University
- Joint JD/LLM program in environmental law



## A Time of Transition

Lewis & Clark Law School Dean, Jennifer Johnson, announced that she will be stepping down as dean at the end of August 2024. Dean Johnson's ten-year tenure has ensured that Lewis & Clark Law School is strong, resilient, and ready to take on future challenges.

"Lewis & Clark Law School has been transformed by Dean Johnson's leadership and vision," said Lewis & Clark College President Robin Holmes-Sullivan. "During her time as dean, Jennifer has strengthened the Law School financially as well as academically. We are so grateful for her decade of service as dean and on the College Executive Council, as well as her decades of service in her roles as faculty member and administrator."

Johnson noted that "it has been an absolute honor to have served as Dean of our Law School during these past 10 years. I am very proud of the achievements of our faculty, students and staff. During the next several months, I look forward to meeting with alumni, raising funds for student scholarships and strategic initiatives, preparing for the 2025 visit by the American Bar Association, and working with faculty and staff on law school priorities. We have much to do to keep up the momentum as we design and implement our new strategic plan."

Johnson was appointed dean in 2014, when the Law School was struggling to come out of a recession. Working closely with the law faculty, she stabilized the budget through strategic decision-making, while at the same time ensuring that law students received an outstanding legal education.

Johnson played a pivotal role in transforming the physical campus including classroom, library, and general facilities to meet the needs of an evolving digital and student community. Most recently Johnson announced the addition of a new Advocacy Center at the Law School and a teaching venue, the Bergman Courtroom. Both are the result of years of effort to bring more experiential learning opportunities to law students. The Center and courtroom were made possible through generous gifts from individuals inspired by Johnson's vision.

Johnson has raised over \$57 million, increasing the Law School endowment by 52.7 percent, and providing 64 new scholarships for incoming and upper-division law students.





## THE OPPORTUNITY

### Dean, Law School

Serving as a member of the Executive Council, the dean of the Law School reports to the president and provides leadership in all aspects of the operation of the Law School. The dean leads the Law School with a commitment to academic excellence, a focus on fundraising efforts, and active engagement with alumni and the community. The dean is responsible for the day-to-day operation of the Law School. The dean ensures the Law School functions effectively as a school of Lewis & Clark and participates fully in the academic and administrative coordination among the schools and with central administration.

The dean must have the ability to handle significant administrative responsibilities; possess strong public speaking and writing skills; be well-organized and detail-oriented; and have extensive independent and broad decision-making ability. The dean must be comfortable making financial and operational decisions related to revenue, enrollment, expenses, assets, and capital projects.

### Responsibilities

#### Leadership and Management

- Provide leadership, management, vision, and strategic direction for the Law School.
- Cultivate and manage relationships with the Law School Board of Visitors and the College Board of Trustees.
- Serve as a full member of the president's Executive Council, providing leadership and setting policy for the entire institution.
- Oversee and guide the development, implementation, and evaluation of short-range and long-range plans for the Law School.
- Identify emerging academic and professional issues and recommend appropriate program responses to ensure that curriculum and related resources are current, relevant, and innovative.
- Select, train, supervise, evaluate, and monitor the performance of employees.
- Encourage and build mutual trust, respect, and cooperation among employees in an inclusive working environment.
- Oversee and interact with faculty, including appointment and oversight of all Law School faculty committees; facilitate faculty recruitment and retention; and with the faculty, establish and implement law school admissions objectives.
- Participate in professional activities and ceremonial functions.
- Provide leadership in bringing conferences and speakers to the School, including the commencement speaker.



## **Fundraising and Community Engagement**

- Oversee development, alumni, and communications department functions and lead fundraising efforts on behalf of the Law School, securing major gifts and achieving annual fundraising targets as established by the president.
- Meet with alumni and donors both locally and around the country serving as a principal liaison to the Law School alumni and donor community.
- Participate in alumni, donor, community outreach activities and public service.
- Represent the Law School in the legal community and enhance its reputation in the Portland metro area and beyond.

## **Operational Administration**

- Oversee the senior administrative team of the Law School, including the associate dean of faculty, associate dean of students, associate dean of finance, the law library associate dean, career services assistant dean, associate dean of communications and development, and associate deans of environmental law and animal law programs.
- Implement and manage all budgets in accordance with established College standards and guidelines.
- With faculty input and approval, submit a recommended annual budget to the president, College Chief Financial Officer, and the Finance Committee of the Board of Trustees.
- Oversee and ensure compliance with regional accreditors and the ABA.
- Foster the expansion of faculty research and related activities within the Law School.
- Provide faculty with opportunities for advancement and promote an intellectual, innovative, and cooperative atmosphere and a culture of faculty excellence.
- Oversee all Law School outcomes including (but not limited to) bar passage and career placement.
- Ensure that established policies are followed in the resolution of student, faculty, and staff complaints.





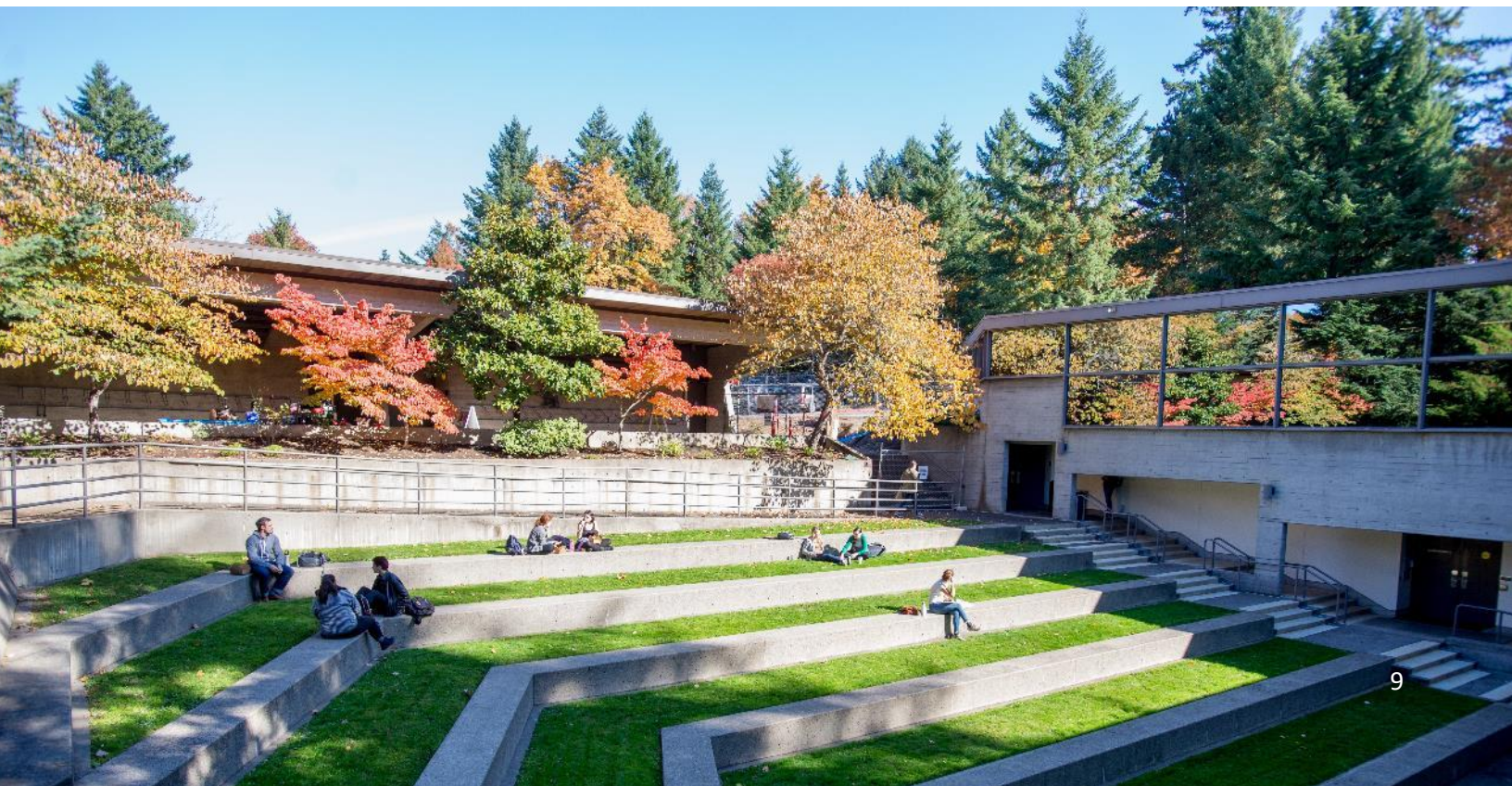
## Qualifications

### Minimum Qualifications:

- Earned Juris Doctorate (JD).
- A record suitable for tenure as a faculty member at Lewis & Clark Law School.
- A minimum of 10 years of law school experience and/or legal experience.
- Demonstrated leadership and evidence of strong managerial ability in a college/university, business, or judicial environment.
- A record of successful fundraising experience in partnering with college or university advancement officers to secure external gifts, grants, and funding to support law school programs or a clear demonstration of the ability to do so.
- Strong interpersonal skills and the ability to collaborate effectively within the institution, the Law School, and the larger legal community.
- Demonstrated commitment to academic freedom, the open exchange of ideas, and the support of intellectual diversity at the Law School.
- History of building and maintaining strong relationships with students, faculty, alumni and external stakeholders (e.g., Board of Trustees; Board of Visitors).
- Demonstrated ability to foster and maintain relationships with external constituencies including donors, alumni, and community members.
- A record of scholarly research, publications, and the support of such for all faculty.
- Experience with national and international issues affecting legal and graduate education.
- A commitment to shared governance with the Law School faculty.
- Demonstrated commitment to promoting equity, diversity, and inclusion in the workplace.
- Familiarity with, or a commitment to gain familiarity with, the Oregon legal community.

### Preferred Qualifications:

- Relevant administrative experience at a commensurate law school (i.e., previous deanship, or associate or assistant deanship).







## TO APPLY

Confidential review of applications will begin immediately and continue until the position is filled; parties who apply by **January 29, 2024** will be given first consideration. Please submit a PDF version of your CV/resume and a letter of interest explaining your suitability for this position. To apply online, go to <https://theapplicantmanager.com/jobs?pos=su391>

### For more information or to offer recommendations:

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*Lewis & Clark explicitly acknowledges and affirms its conviction that diversity with respect to race, ethnicity, national origin, socio-economic background, religious orientation or spirituality, physical or sensory disability, gender, and sexual orientation on the Lewis & Clark campus provides an educational benefit for all students that can be realized only if students and education professionals from diverse backgrounds are present in significant numbers within our learning community. In creating and sustaining such a community, we engage, to the extent legally possible, in practices that will ensure a high degree of diversity on our campus, simultaneously meeting the highest standards of academic excellence of which we are capable.*





## ABOUT PORTLAND, OREGON

Big-city excitement and small-town charm make Portland one of the most popular cities on the West Coast. Situated approximately 70 miles from the Pacific Ocean where the Columbia and Willamette Rivers meet, Portland enjoys a magnificent setting, combining sparkling waterways with lush greenery rarely found in urban settings. The Portland metro area is home to approximately 2.35 million residents. Portland is widely recognized in national surveys and rankings as one of America's most livable cities.

Portland's historic old town, many galleries and museums, Saturday Market, Waterfront Park, and an abundance of fine restaurants keep residents and visitors busy and satisfied. The performing arts in the area offer classical music, jazz, and blues as well as theater and dance. Portland is just a short distance from the spectacular Columbia Gorge and Multnomah Falls, windsurfing at Hood River, valley wineries, skiing at Mt. Hood, and the drama of the Oregon coast.

Portland is known for its extensive system of more than 200 parks. These encompass such areas as the elm-shaded South Park Blocks in the downtown area and Washington Park, home of the International Rose Test Garden and a Japanese garden. Portland's Forest Park, over 5,000 acres, is the largest city park in the U.S. with nearly 80 miles of walking trails.



**Portland's best view of Mount Hood is in Lewis & Clark's backyard. The serene, Pacific Northwest beauty of the campus makes it hard to believe that vibrant downtown Portland and many interesting neighborhoods are only a few miles away.**

*To learn more about Portland and its surrounding areas:*

[Information about Portland](#)

[Portland Regional Chamber of Commerce](#)

[City of Portland](#)

