



Dean, School of Law

The University of North Dakota (UND) invites nominations and applications for Dean of the School of Law. The Dean will serve as a strong advocate for the School to internal and external University stakeholders in addition to representing the School of Law and the University of North Dakota on the national and international stage.

The University & Community

Established in 1883, six years before North Dakota was granted statehood, UND is the oldest research university in the State of North Dakota. It is North Dakota's flagship university and is classified by the Carnegie Foundation as an R2 Research University (high research activity) with research and sponsored program expenditures of more than \$100 million per year. UND offers degrees in more than 230 fields of study in nine colleges. UND's student population of about 14,000 includes nearly 3,000 graduate and professional school students in graduate programs, including 37 doctoral programs, supported by over 2,700 faculty and staff. The University's budget for fiscal year 2019 is over \$600 million. More than 40% of its revenues come from state appropriations, tuition and fees. The remaining revenues come from grants, contracts and other University activities.

Known for its innovative and entrepreneurial spirit, UND sustains its strong core in the liberal arts and sciences, while offering world-class programs in aerospace, business, education, engineering, law, medicine and health sciences, and nursing disciplines. The College of Arts and Sciences hosts an annual Writer's Conference of some of the most influential writers of the 20th and 21st centuries, including four Nobel laureates and 33 Pulitzer Prize winners. The John D. Odegard School of Aerospace Sciences has the largest non-military training fleet of aircraft in the world. The College of Business and Public Administration's entrepreneurship program has been ranked in the top 15 nationally, and the College of Education and Human Development offers programs leading to over 20 different areas of educator licensure. The Energy & Environmental Research Center, with more than 1,300 clients in 52 countries, and the College of Engineering and Mines are among the world's leaders in energy research and technology. The School of Law is rated as one of the best values in the nation, and the School of Medicine and Health Sciences has one of the country's top rural medicine programs and is well known for its Indians into Medicine Program that has trained about 20% of American Indian physicians in the nation. The College of Nursing and Professional Disciplines is home to the Recruitment/Retention of American Indians into Nursing Program, which has graduated the most American Indian nurses in the country.

UND has seen major growth and positive change in recent years, including dramatically expanded research, an award-winning Essential Studies Program, high-quality distance education programs in most colleges, an upgraded campus technology infrastructure, a highly successful \$325 million capital campaign, and an expansion of the campus with several new buildings and significant renovations of academic learning environments and student service spaces. The One UND Strategic Plan (2017-2022) envisions using cross-cutting research to address five societal grand challenges: energy security and environmental sustainability; health challenges; rural community health and social welfare; unmanned aerial systems; and information development and use in the era of big data.

UND is centrally located in the city of Grand Forks, which sits on the bank of the historic Red River of the North that forms the border between North Dakota and Minnesota. With its sister city of East Grand Forks, MN, and the Grand Forks Air Force Base, the surrounding metropolitan area has a population of nearly 100,000. The city itself has a population close to 60,000 and is the third largest city in the state behind Fargo and Bismarck (the state capital). The University and industries such as health care, manufacturing, food processing, and scientific research support the Grand Forks economy. The Alerus Center and the Ralph Engelstad Arena host entertainment and athletic events. On campus, the North Dakota Museum of Art and the Chester Fritz Auditorium host many of the largest cultural events in the area.

University of North Dakota School of Law

Established in 1899, the University of North Dakota School of Law has more than 3000 alumni and an annual total enrollment of approximately 250 students. The School's student population reflects both racial (approximately 10%) and geographic diversity, with students coming from over thirteen states (over 60% from North Dakota and Minnesota) and from Canada (approximately 13% of the current 1L class). The School offers the J.D. degree and joint degree programs in law and public administration (J.D./M.P.A.) and law and business administration (J.D./M.B.A.). In addition, the School of Law offers two certificate programs, one in Indian Law and one in Aviation Law. The School is also home to the Northern Plains Indian Law Center, and is nationally recognized for its excellence in Indian and Tribal Law.

The curricular mission of the University of North Dakota School of Law is to produce well-rounded legal professionals with the necessary skill set to serve as effective, innovative, and ethical leaders. As one of the smaller public law schools in the nation, the distinct character of the School informs the program of legal education. This program is designed to produce competent and ethical lawyers with entry-level proficiency and professional self-sufficiency in any setting and reflects a cooperative and collaborative approach to teaching and learning. The curricular goals are to facilitate each student's professional and personal development and to promote the highest professional standards, critical thinking, self- and other-awareness, creative problem-solving skills, life-long learning, and a commitment to serving society.

The UND School of Law seeks to do the following:

- Attract a well-qualified and diverse student body.
- Educate students for professional service in the law and law-related professions, and assist them in making career decisions.
- Explore legal issues of special significance to North Dakota and the region.
- Promote improvements in the law and legal systems, the legal profession, and the administration of justice.

The UND School of Law is committed to the principle of equal opportunity in legal education for all persons. The School recognizes the educational richness that results from including human experience from diverse perspectives. The School of Law community strives to welcome, promote, and respect diverse viewpoints to enhance the quality of educational experiences for all those within that community, enhance the legal profession, and enhance communities outside of the School. We seek to prepare students to be culturally respectful, proactively inclusive, professionally competent, and civically responsible leaders. The School of Law is committed to achieving a diverse law school community in terms of race, ethnicity, religion, national origin, gender, sexual orientation, age, disability, marital status, and socioeconomic status.

In 2014-2015, the School of Law's building was significantly expanded and renovated. The 16-month project resulted in: new state-of-the-art classrooms; a new trial courtroom (supplementing the School's existing ornately-appointed appellate courtroom); new faculty offices and a faculty conference room; a completely renovated Dean's Suite and Student Life Office; a Student Commons atrium; multiple student gathering locations; and extensive improvements to the physical plant (HVAC, keyless entry, motion-activated lighting, expanded electric power, and Ethernet connections, etc.). Attached to the School of Law, the Thormodsgard Law Library also benefitted from the building project, with a significant increase in student study space including collaborative study rooms, upgraded Computer Services space, new and renovated staff offices, and new student organizations rooms. This work followed a 2003 Library renovation that added mobile compact shelving, increasing space for the Library's growing collection of legal materials (that includes a core collection of 312,000 volumes).

To review the School of Law's submissions in accordance with ABA Standard 509 (requiring website publication of consumer information for the benefit of current and potential law students), please visit: <https://law.und.edu/about/aba-509.html>.

Opportunities and Challenges

Specific opportunities and challenges for the next Dean of the School of Law include:

- **Enrollment Management, Reputation Building, and Branding** – Developing a unified enrollment management strategy and brand identity, thereby allowing the School to recruit high-caliber students in an increasingly competitive academic/professional legal environment.
- **Fundraising and Revenue Development** – Generating stronger external support through fundraising and outreach in the community to grow student scholarships, add staff support, develop faculty, and promote student success.
- **Emergent Trends and Management Processes** – Attentiveness to the emergent trends and best practices in the administration and management of schools/colleges of law, and an ability to bridge the gap between theory and practice.
- **Alumni Engagement** – Expanding and reinforcing relationships between the School and its alumni, both regionally (more than 80% of practicing lawyers and judges in North Dakota are UND School of Law graduates) and nationally.
- **Communication and Transparency** – Fostering and promoting a culture of open communication, inclusivity, transparency, and accountability among administration, faculty, staff, and students.

Position Summary

Reporting directly to the University Vice President for Academic Affairs & Provost, the Dean is the chief executive and academic officer of the School of Law and the primary liaison with the University, playing a central role in the University's academic administration. She or he is centrally involved in strategic planning, budget, curriculum, facilities, and research. She or he is a key participant in external relations impacting the University including fundraising, alumni relations, economic development, legislative priorities (federal and state), and public relations.

The Dean, in collaboration with faculty, staff, and the University, supports and promotes the highest quality educational programs, research, public service, and economic development activities of the School of Law. She or he has ultimate accountability for the School's sound management of fiscal, facilities, and human resources. The Dean is responsible for strategic planning, including alignment of plans for educational programs, research, and other activities in the School.

As a participant in institutional discussions and decision-making, the Dean must maintain perspective on the entire range of education and research initiatives within a diverse campus, including significant public service activities, a wide variety of academic programs, and externally and internally supported research.

Responsibilities

The Dean is charged with the following responsibilities:

- Promoting high-quality academic programs and supporting high-quality teaching.
- Fostering collaborative academic planning and innovative curricular development.
- Promoting experiential education opportunities through high impact practices.
- Promoting student success and retention.
- Advancing research, scholarship, and creative activities.
- Creating an inclusive campus climate that demonstrates a commitment to inclusiveness and encourages service to underserved populations.
- Contributing to an environment of professionalism.
- Attracting support for the University and the School through active engagement of alumni, community, industry, donors, and other external constituents, and effectively participating in fundraising activities/alumni relations.
- Fostering a reputation of excellence.
- Providing a cohesive and sustainable management/operation model for the School.
- Maintaining accreditation standards.
- Managing the budget in accordance with the University's Model for Incentive Resource Allocation, including the preparation, submission, disbursement of, and working within the budget of the School.
- In collaboration with others, creating and supporting a plan that results in the recruitment and retention of high-quality staff and faculty.
- Leading the coordination of School governance.
- Evaluating administrators and staff in a timely manner and in consultation with appropriate parties.
- Creating and sustaining a working environment based on ethics, integrity, trust, and accountability.
- Developing, advancing, and monitoring a 3–5 year strategic plan.
- Maintaining and strengthening partnerships within and outside of the University.
- Building relationships across the campus and within the staff that engender trust through open communication.

Minimum Qualifications

- A Juris Doctor (J.D.) or other terminal degree in law.
- Ten years of experience in teaching, the practice of law, and/or legal education administration.

Preferred Qualifications

- Experience with legal education administration, including ABA accreditation standards and procedures.
- Demonstrated commitment to shared faculty-administration governance.
- Experience with and/or knowledge of national issues and trends affecting legal education and the legal academy.

- Experience in budgeting, fiscal management, personnel management, academic planning, program review, and strategic planning.
- Experience in fundraising, including partnering with university advancement officers to secure external gifts, grants, and funding to support law school programs.
- Substantial credentials appropriate for an endowed, tenured appointment at the rank of Professor (e.g., demonstrated recognition for teaching excellence, demonstrated recognition for research and creative activity and/or outstanding professional competence, and demonstrated leadership roles in the academy and/or legal profession).

Competencies

- Highly effective communication skills infused with integrity and emotional intelligence.
- Highly developed interpersonal skills and the ability to collaborate effectively within the University, the School of Law, and the larger legal community.
- Demonstrated strategic, ethical, and effective leadership skills.
- Demonstrated ability to innovate.
- Demonstrated commitment to diversity and inclusion.

Nomination and Application Process

The search committee will begin reviewing applications immediately and will continue to accept applications and nominations until the position is filled. In order to assure the fullest consideration, candidates are encouraged to have complete application materials submitted to the search firm assisting the University by Thursday, October 11, 2018.

Required application materials include:

1. Letter of interest.
2. Curriculum vitae.
3. Five references with contact information (please include one person who reported directly to you, one to whom you reported, and a peer/colleague).

All applications, nominations, and inquiries will remain confidential until the finalist stage. References will not be contacted until after the first screening of applications, and then only after the applicant has given explicit permission. The selected candidate must successfully complete a criminal history background check. All application materials must be submitted electronically in Microsoft Word or PDF format.

Applications, letters of nomination, and inquiries should be submitted to:



Jan M. Asnicar, Partner
 Storbeck/Pimentel & Associates
 Email: j.asnicar@storbeckpimentel.com

Refer to code “**ND-Law Dean**” in subject line

Confidentiality of Application Materials

Note: Pursuant to NDCC 44-04-18.27, applications and any records related to the applications that identify an

applicant are confidential, except records related to the finalists of the position, which are open to the public after the search committee has identified the finalists who will be invited to campus.

EEO Statement

UND is an Equal Opportunity/Affirmative Action employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity or national origin. Women, minorities, veterans, and individuals with disabilities are encouraged to apply. Applicants are invited to provide information regarding their gender, race and/or ethnicity, veteran's status and disability status on the form found at <http://und.edu/affirmative-action/apcontrolcard.cfm>. This information will remain confidential and separate from your application.

ND Veteran's Preference

North Dakota Veterans claiming preference must submit all proof of eligibility by the closing date. Proof of eligibility includes a DD-214 and if claiming disabled status, a current letter of disability from the VA dated within the last 12 months.

Clery Statement

In compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, the University of North Dakota publishes an Annual Security and Fire Safety Report. The report includes the University's policies, procedures, and programs concerning safety and security, as well as three years' of crime statistics for our campus. As a prospective employee, you are entitled to a copy of this report. The report and statistical data can be found online at <http://und.edu/discover/files/docs/annual-security-report.pdf>. You may also request a paper copy of the report from the UND Police Department located at 3851 Campus Road, Grand Forks, ND 58202.