



Position Specification

Seattle University
Dean, School of Law

The University

Founded in 1891, Seattle University (“Seattle U” or “the University”) is an innovative and progressive Jesuit and Catholic university on a beautiful campus of more than 50 acres in the dynamic heart of Seattle. Seattle U’s diverse and academically driven population is made up of more than 7,200 students enrolled in undergraduate and graduate programs within eight schools and colleges. Seattle U is dedicated to educating the whole person, to professional formation, and to empowering leaders for a just and humane world.

Located in downtown Seattle’s First Hill neighborhood, the University is woven into the city’s and the region’s economic, social, and cultural fabric. Because Seattle is one of the nation’s key centers of technology and international trade, it offers students unparalleled access to global and local businesses, nonprofits, and professional networks.

Seattle U delivers a personalized and impactful education that prepares students for a constantly changing world. The University takes a holistic approach to the education and development of each student in mind, body, and spirit—embracing their individuality and unique lived experiences.

At Seattle U, students learn how to think, not what to think. It starts with exceptional faculty members, who care passionately about ensuring the success of every student, promoting inclusive excellence, and empowering leaders for a just and humane world. Faculty engage students in deeper learning in the classroom and experiential opportunities through internships, real-world projects, community-engaged learning, and study abroad. These are some of the reasons why Seattle U students are difference makers in their careers and communities.

Seattle University recently welcomed its new president, Eduardo Peñalver, a legal scholar, esteemed educator, previous dean of Cornell Law School, and a leading voice in the “progressive property” movement.

The University is on the forefront of shaping a better world for all, including and especially the planet’s sustainability. The University leads in disrupting outdated ways of thinking and wasteful, unsustainable ways of living. It ranks in the top 20 of institutions nationally for service learning and environmental sustainability, including number 2 for a sustainability curriculum.

Seattle U’s rigorous, holistic, and values-centered education and strong career outcomes are why it consistently achieves high rankings among the best universities nationally.

The School of Law

Established in 1972, the mission of the Seattle University School of Law (“the Law School” or “the School”) is to educate powerful advocates for justice, and it enjoys a national reputation for this mission. The Law School seeks and supports a distinguished group of students that is one of the most diverse student bodies in the country. Students are immersed in the legal knowledge, skills, and experiences needed to solve real-world problems. It develops leaders who make a difference for their clients and their communities. For nearly 50 years, the School has developed sought-after



graduates known for their talent and tenacity, cultivating an engaged community of alumni renowned throughout the region and beyond as passionate practitioners committed to justice, excellence, and equity.

The Law School's approach to legal education rests on three foundational pillars: Engaged Community, Transformative Education, and Values-Based Focus.

The School engages with its community in two distinct ways. First, located with the rest of the University in the heart of Seattle, the School is an integral part of the city's vibrant legal, business, and technology communities. From day one, students are immersed in a professional network of alumni and esteemed members of the legal community, providing them with opportunities to learn from and work with experienced legal professionals. Second, and equally significant, the Law School embodies a community-oriented culture. The School aims to cultivate a collegial and supportive atmosphere in which the successes and contributions of every student, alumnus, and community member are celebrated.

The Law School transforms students into highly competent legal professionals with the knowledge and skills to practice immediately after graduation. This is accomplished through a comprehensive and academically demanding program of study that integrates legal doctrine, lawyering skills, and professional judgment. With this training, the School's alumni – the most extensive law alumni network in the Pacific Northwest at more than 12,000 graduates – go on to become partners in law firms, university presidents, government and legal services lawyers, elected officials, judges, and corporate CEOs and general counsel. They provide needed legal services, fight global disease, serve marginalized communities, launch innovative tech start-ups, and much more.

The Law School comprises faculty, staff, and students who view the law as a deeper calling to create a just and humane world. Through clinics, externships, pro bono activities, and more, students pursue a legal education to become civically engaged advocates and leaders in service to their communities. Consistent with the School's Jesuit identity, the values of justice, excellence, and equity form the curriculum's foundation, through which students are encouraged to reflect on and impact the world around them.

The Law School offers three distinct academic programs: Juris Doctor ("JD"), Master of Laws ("LLM"), and Master of Legal Studies ("MLS").

The Juris Doctor program includes both a full-time in-person option, which accounts for the majority of the school's overall enrollment, and a highly regarded part-time program, the only one of its kind offered in Washington state.

The LLM program offerings include concentrations in: American Legal Studies; Technology, Innovation, and Entrepreneurship; and Indian Law. The MLS program, designed for nonlawyers, includes tracks in: Technology, Innovation, and Entrepreneurship; Health Law; and General Studies.



Recognizing that the future of legal education will include remote options, the Law School has taken a leading role in developing online programs, most notably an evolution of its part-time evening program, Flex JD, which launched in 2021. This program offers a hybrid format that allows students to complete most coursework online, with only a few in-person sessions each year, making a law degree accessible for place-bound students with work and family obligations. Additionally, a Master of Legal Studies in Compliance and Risk Management, now in its third year, is offered entirely online.

The Law School is nationally recognized for several academic programs and initiatives. Since the School's founding, the Legal Writing Program has attracted and cultivated leading-edge faculty members who have built a program and curriculum that is consistently ranked in the top 10 each year by *U.S. News and World Report*. The Ronald A. Peterson Law Clinic, currently ranked among the top 25 clinic programs nationally, offers a variety of specialized clinics to give students experience working on actual cases. Consistent with its Jesuit mission, the Law School has helped bring needed diversity to the legal profession through its pioneering and innovative Access Admission Program, which provides a path to law school for students from historically disadvantaged and underrepresented populations.

With a total enrollment of 830 students, the student body is diverse, multifaceted, and collaborative. The Law School is home to the Pacific Northwest's most diverse student body. The 2021 first-year enrollment consists of 35 percent BIPOC, 30 percent first-generation, and 21 percent LGBTQ+ students. That same class is also 64 percent women and 2 percent nonbinary. The full student body represents more than 120 undergraduate and graduate institutions, hails from more than thirty states across the country, and includes recent college graduates, veterans, and individuals embarking on a second career. Seattle U Law School students are highly capable and compassionate, working not only toward success for themselves and their future clients, but also for their peers.

The faculty is composed of career professors who have cultivated national and international reputations as dedicated scholars, researchers, practitioners, and legal commentators. Collectively, they have published ground-breaking scholarship and research on some of the most important legal questions of our time. Complementing the career faculty are distinguished practitioners in residence and adjunct faculty, many of whom are practicing attorneys and sitting judges, offering students an essential and compelling blend of theory and practical experience. Additionally, the faculty-led centers, institutes, and initiatives address some of society's most pressing issues. The Fred T. Korematsu Center for Law and Equality, for example, has involved faculty, students, and colleagues from the bar in its work to address preventing racial bias in the justice system, excessive force by police in response to racial justice protests, improving the quality of public defense, and advocating for the rights of unsheltered people.



The Law School's home, Sullivan Hall, is a modern, well-appointed facility within easy access to many of the city's largest law firms; federal, state, county, and municipal government offices; courthouses; major nonprofit organizations and institutes, and several Fortune 500 headquarters.

The Role

Reporting to Provost Shane Martin, the dean is the chief academic and administrative officer of the School of Law and serves as an essential member of the University's leadership team. The dean will set the strategic direction for the School, advancing its mission and operations by overseeing administration, marketing and communications, personnel, budgeting and finance, academic programs, and fundraising. The dean will work with an executive team to lead the School in pursuing its mission.

Priorities

The next dean will manage the daily responsibilities of the Law School and have the opportunity to focus on the following opportunities:

- Lead the School of Law in alignment with the University's Jesuit and Catholic mission to educate the whole person, support professional formation, and empower leaders for a just and humane world, and the University's Strategic Vision to be "one of the most innovative and progressive Jesuit and Catholic universities in the world, educating with excellence at the undergraduate, graduate and professional levels;"
- Provide strategic direction for the School and its mission, based on an assessment of its strengths and needs and in alignment with the University's strategic plan;
- Strengthen the financial resources of the School by taking a strategic and innovative approach to growing revenue, improving operating margins, and leading ambitious fundraising efforts;
- Recruit, develop, retain, and support talented and diverse faculty and staff;
- Raise the School's scholarly profile, foster a climate of support for faculty scholarship and innovation, and increase extramural funding;
- Build, sustain, and champion diversity, equity, and inclusion and promote an anti-racist culture that focuses on institutional support for a diverse campus population;
- Support the enhancement of the student experience, including wellness, academic achievement, tuition affordability, and career preparedness;
- Foster an institutional culture of continuous evolution and innovation to ensure that the School's graduates are leaders who make a difference for their clients and communities;
- Build and strengthen partnerships between the School and the surrounding Seattle community, including the city's many technology, business, and legal employers;
- Deepen engagement with alumni and employers to promote and develop robust opportunities for students and graduates in a rapidly changing legal job market; and
- Drive enhancements that strengthen the School's reputation and raise its prominence nationally and internationally.



Qualifications

The Dean of the School of Law will possess outstanding academic credentials and a record of scholarly and professional accomplishment appropriate for appointment as a full professor. The dean should demonstrate the qualifications and personal characteristics that are well matched with the University's values, strengths, and aspirations. Strong candidates would be expected to demonstrate excellence in most of the following:

- Ability to formulate, articulate, and execute a shared vision that operationalizes the values of Seattle University, including demonstrated evidence of previous leadership experience congruent with the University's mission;
- Appreciation of the need to collaborate when making critical decisions on academic priorities and the allocation of resources, and the ability to engage in that collaborative effort;
- Demonstrated record of advancing an anti-racist culture and an ability to promote a vision of a school anchored in its commitment to social justice, diversity, equity, and inclusion;
- Collaborative, empathetic, creative, innovative, and transparent leadership style for an environment of shared faculty governance;
- Ability to work collegially and effectively with the president, provost, cabinet members, deans of the colleges and schools, support services, faculty, students, staff, alumni, and other external constituencies;
- Managerial acumen, including budgetary, human resources, and finance skills;
- Track record of fundraising or related skills that would suggest high potential in this regard;
- Active listening skills, excellent oral and written communication skills; and
- Ability to balance and validate the needs of multiple constituents.

Contact

Nominations, inquiries, and expressions of interest should be directed to:

SeattleU@russellreynolds.com.

Seattle University prohibits discrimination and harassment on the basis of race, color, religion, sex, national origin, age, disability, marital status, sexual orientation, gender identity, political ideology, genetic information, status as a Vietnam-era or special disabled veteran, status as a victim of domestic violence, sexual assault, or stalking, or any other basis prohibited by applicable federal, state, or local laws.

Discrimination and harassment on the basis of sex includes sexual misconduct. In addition, Seattle University prohibits retaliation against any individual who makes a good faith report or otherwise provides information about discrimination, harassment, or sexual misconduct.

