



Dean
College of Law
Willamette University, Salem, Oregon

Message from the President



I am pleased to announce that Willamette University has begun a national search to identify the next Dean of the College of Law. Established in 1883, the College of Law is the oldest ABA-accredited law school in the Pacific Northwest.

Over the past six years, the law school, under the leadership of Dean Curtis Bridgeman, has maintained a strong focus on excellent teaching and scholarly productivity while developing innovative programs such as the Business Lawyering Institute. The college has a record of producing excellent employment outcomes for an increasingly diverse and talented student body. I believe that the College of Law is uniquely positioned to meet the challenges of our time and to build upon

its strengths. The College of Law presents a remarkable opportunity for a new dean with a dynamic vision for legal education and the determination to achieve that vision.

More information about the College of Law and its university home is available on the [Willamette University website](#). Summit Search Solutions is partnering with us for the dean search and is the point of contact for all inquiries. I am profoundly optimistic about the future of the College of Law, and I look forward to working with its next dean to continue an ambitious program of development.

Sincerely, Stephen E. Thorsett

Willamette University is a nationally renowned, private liberal arts university in Salem, Oregon. Founded in 1842, Willamette was the first university established in the western United States. Situated in the capital city of Oregon on a beautiful and historic campus, Willamette enrolls more than 2,300 undergraduate and graduate students; employs more than 260 faculty members across three academic units, the undergraduate College of Liberal Arts, the Atkinson Graduate School of Management and the College of Law; and is supported by more than 29,000 alumni around the world.

The university's graduates go on to impressive careers and lives of achievement and meaning. Among the university's alumni are Nobel Prize winners; Olympic athletes; governors; political leaders including members of the U.S. Congress; fifteen Oregon Supreme Court Justices; hundreds of Peace Corps volunteers and winners of national awards, grants, fellowships and scholarships such as the Hertz, Fulbright, Truman, and Goldwater, to name a few.

THE COLLEGE OF LAW



Located across the street from the Oregon State Capitol complex and Supreme Court, the Willamette University College of Law is situated at the nexus of state law, government and business. Founded in 1883 and accredited by the ABA since 1938, the College of Law was the first law school in the Pacific Northwest. Students learn from faculty who are top scholars, seasoned practitioners and members of the judiciary while also having the opportunity to work with mentors who are Supreme Court



justices, heads of Fortune 500 companies, elected officials and distinguished attorneys. With significant strength in law and government, a historical reputation in the area of dispute resolution, and a developing and innovative program in business lawyering,

the College of Law offers unique experiential and professional learning opportunities.

The College of Law's faculty members are a distinguished, intellectually-engaged group of dedicated scholar-teachers who actively participate in contemporary legal debates on the local, national and international stage. Numbering 22 tenured and tenure-track professors, two full-time clinical professors, and 20 adjunct professors, [faculty members publish widely](#), serve as Fulbright scholars and hold important leadership roles in a wide array of civic and professional associations.

Like the faculty, the student body is a selective, diverse and gifted collection of intellectually ambitious individuals. The college enrolls over 300 full-time JD students and has a student-to-faculty ratio of approximately 11 to 1. Emphasizing its commitment to a learning environment in which faculty closely interact with students, almost three-quarters of all upper-division courses have an enrollment of 24 students or fewer. The most recent first-year class for which data is available has median LSAT score of 152 and came from 20 different states and 78 different undergraduate institutions. Forty-nine percent of students are women and 23 percent are from historically under-represented groups. The College of Law was recognized in 2017 by PreLaw Magazine as one of the most diverse law schools in the nation — the only Oregon school recognized on the list of 60 institutions. With more than 80 percent of 2018 graduates employed in “gold standard” positions by March 2019, the College of Law has posted the top employment numbers in Oregon six out of the last seven years.

In keeping with the liberal arts tradition, Willamette recognizes exploration and discovery as primary educational values, and asserts that wisdom, insight and the nurturing of democratic values are enhanced by a shared appreciation and understanding of diversity in all aspects of human endeavor. The university's long-range plan states that diversity is not just essential to quality education, but central to "our sense of moral duty to overcome racism, bigotry and discrimination in all forms." To learn more about this distinguished university, please see willamette.edu/law.

PROGRAMS

JD Program

The JD program offers both a traditional three-year, full-time curriculum or a part-time day program that students can complete in 4-6 years. Through a partnership between the College of Law and Willamette's Atkinson Graduate School of Management, a joint degree program offers the opportunity for students to earn both a JD and an MBA concurrently. The business program is accredited through the Association to Advance Collegiate Schools of Business and the National Association of Schools of Public Affairs and Administration; the College of Law is accredited by the American Bar Association and is a member of the Association of American Law Schools.

The school also offers five 3+3 Programs allowing students to earn both an undergraduate degree and law degree over six academic years. Partnerships have been established with Willamette's College of Liberal Arts, Oregon State University, OSU-Cascades, Portland State University and the University of Alaska Anchorage.

Certificate Programs

Both JD and joint degree students can enroll in the certificate programs, participate in study abroad, work in the Clinical Law Program and take classes from the Center for Dispute Resolution.

The law school offers five certificate programs for students: Law and Business, International and Comparative Law, Sustainability Law, Dispute Resolution and Law and Government. These programs allow students to specialize in those areas of study and earn a corresponding certificate.

Clinical Program

A Clinical Law Program provides law students with hands-on, professional experience in law offices and courtrooms. The program includes four advanced legal education courses with specialized clinics in Business Law, Trusts and Estates, Child and Family Advocacy, and Human Rights and Immigration.

Master of Laws (LLM)

The LLM in Transnational Law educates law students on international law topics, including international business transactions, comparative law and private international law. The LLM in Dispute Resolution allows students to develop skills and experience in negotiation, arbitration and mediation. LLM students can enroll in classes at the Atkinson Graduate School of Management; they can attend either full-time or part-time, but must complete the program within two academic years.

Master of Legal Studies (MLS)

This one-year program is designed for professionals whose job involves working within a legal or regulatory framework. MLS students work with a law school advisor to develop a slate of courses to meet their specific career goals. It is not intended to prepare students for the JD program or to sit for the bar examination.

FACILITIES

The College of Law is primarily housed in the Truman Wesley Collins Legal Center.

Oregon Civic Justice Center

Opened in 2008, the Oregon Civic Justice Center is home to the Willamette Law Review; Willamette's Center for Religion, Law and Democracy; the law school's Clinical Program; the Center for Law and Government; and activities of the Business Lawyering Institute. These programs were selected to be housed in the center due to their outreach programs, as the college strives to create an inclusive relationship among students, faculty and the general community.



Clockwise from left: Truman Wesley Collins Legal Center, J. W. Long Law Library, Oregon Civic Justice Center



The Library

The J. W. Long Law Library has nearly 300,000 volumes and microform equivalents including state and federal primary law sources, as well as treatises, periodicals and other secondary legal sources.

The three-story structure is attached to the Collins Legal Center and contains study rooms, video rooms, conference rooms and a computer lab. It is staffed by excellent reference librarians. Additionally, it has special collections in tax law, public international law, and labor law; it is an elective Federal Government Documents Depository. The library is open to the

public during regular hours. Law students also have access to Willamette University's Mark O. Hatfield Library, the Oregon Supreme Court Law Library, the Oregon State Library and the Oregon State Archives.

THE OPPORTUNITY Dean, College of Law

The dean of the College of Law will be committed to excellence in teaching and pedagogy, research and scholarly productivity, and service. The dean will serve as a broker and architect of partnerships within the university and across the larger community to facilitate excellence and encourage innovation as the institution embraces its university identity. The successful candidate will also demonstrate the capacity to work collaboratively with students, faculty, and staff; to raise funds to support the college and its initiatives; to manage budgets effectively; and to engage effectively with a variety of local, state and national stakeholders.

RESPONSIBILITIES

Reporting to the provost, the dean provides strong leadership in planning, development and implementation of all college programs and policies and works with the Deans' Council to advance the mission of the university. Specific responsibilities include approval of hiring, tenure and promotion decisions; effective management of resources; coordination of outreach

activities; support of research, including the pursuit of external funding; and college development. The dean has primary budgetary responsibility and accountability for the college and its programs and plays a leading role in developing and implementing programs promoting academic and student success.

OPPORTUNITIES AND CHALLENGES

Specific areas where the College of Law currently seeks insight and vision in the new dean include:

- **Awareness of Emergent Trends in Legal Education:** Attend to the emergent trends and best practices in the administration and management of schools/colleges of law and bring an ability to bridge the gap between theory and practice;
- **Communication and Transparency:** Promote a culture of open communication, inclusivity, transparency and accountability among faculty, staff and students;
- **Diversity, Equity and Inclusion:** Develop, implement and review ongoing initiatives focused on diversity, equity and inclusion for all faculty, students and staff within the College of Law;
- **Faculty Development:** Provide opportunities for faculty to continue to grow as teachers and scholars and offer guidance and support for their professional and personal development. Manage hiring, reappointment, promotion and tenure of faculty according to university policy;
- **Enrollment:** Work with the University Office of Marketing and Communications to develop a unified enrollment management strategy and brand identity, thus enhancing the ability of the College of Law to recruit high-caliber students in an increasingly competitive academic/professional legal environment;
- **Alumni Engagement:** Foster the existing relationship between the College of Law and alumni regionally, nationally and globally;

- **Fundraising and Revenue Development:** Expand external support through fundraising and outreach to friends in the community and across the region to bolster student scholarships, develop faculty and promote student success.

QUALIFICATIONS

The dean of the College of Law must have demonstrated significant achievement in leadership, scholarly activities, and administration. The dean should be committed to shared governance and open communication and, specifically, the candidates must demonstrate evidence of the following qualifications:

- A Juris Doctor or other appropriate doctoral degree from an accredited institution of higher education and eligibility to hold professorial rank within the College of Law
- A distinguished record of teaching, research and scholarship along with a strong commitment to promoting the scholarship of others
- The strategic acumen and experience to lead the College of Law in its drive to increase excellence
- Excellent communication and interpersonal skills to relate effectively with the varied constituencies of the college, university, and the larger community
- A demonstrated history of working with diverse groups and an ability to promote diversity, inclusion and equity among staff, faculty and students
- The ability to identify, recruit and retain distinguished faculty for the school
- A record of responsible administrative experience and achievements that will enable a focus on admissions, bar passage and school ranking
- A commitment to excellence in all the educational programs in the college, to the expansion of student success, research opportunities and innovative program development

- Ability to foster a collaborative environment
- Excellent fundraising skills and experience, along with the demonstrated capacity to attract significant philanthropic investments in the academic enterprise
- An excitement about the opportunities of a liberal arts university where connections are forged among graduate and undergraduate programs.

Personal Characteristics

- A confident leadership style that inspires trust and that models the expectations for faculty, staff and students alike
- Highest standards of integrity, honesty and professional ethics combined with an approachable, engaging and optimistic personality.

LOCATION



Adjacent to historic downtown Salem, Oregon, Willamette's 60-acre campus is just an hour south of Portland, close to the Willamette Valley's many wineries, and an hour's drive to beaches to the west and the Cascade Mountains to the east. The university is nestled between a major hospital and medical complex to the south and the State Capitol to the north, which provides students with exceptional opportunities for internships; service learning; and involvement with nonprofits, state and local government agencies and political and advocacy organizations.

Willamette University enjoys ready access to all the benefits of the Pacific Northwest: forests, rivers,

mountains, and coastal beaches; commitment to the environment; a relaxed, creative and civic-minded culture; and a vibrant arts and music scene.

The surrounding area, known as the Mid-Willamette Valley, is renowned for its world-class vineyards and serves as the source of spectacular local foods and fresh produce that are consumed worldwide. Outdoor recreational opportunities – such as hiking, skiing, fishing, golf, biking, and beachcombing – are abundant and attract enthusiasts from across the country. In addition, a variety of art, music, and food and wine festivals take place throughout the area.

Salem offers a high quality of life, with good public and private elementary and secondary schools, wonderful parks connected by bike paths along the Willamette River, and close-in neighborhoods that permit many students, faculty and staff to walk or bike to campus. In addition, the urban metropolis of Portland – with its myriad cultural, culinary, and recreational opportunities – is only 40 miles away.

Salem is not only the hub of law, public policymaking, and government, it is also a vibrant and exciting place to live and visit, rich in historical, artistic, and cultural experiences, many of which are enhanced by the presence of Willamette University. As one of the area's major employers, Willamette is also an important player in the local economy, and, as such, the university contributes leadership, support and resources to many community initiatives.

WILLAMETTE UNIVERSITY VALUES DIVERSITY

Employment at Willamette University means being part of a community that values education and its impact on the world, one that is friendly, supportive and increasingly diverse. Believing that diversity contributes to academic excellence and to rich and rewarding communities, Willamette is committed to recruiting and retaining a diverse faculty, staff and student body, and seeks candidates whose work furthers diversity and who bring to the campus varied experiences, perspectives and backgrounds.

Willamette University's educational facilities, activities and employment opportunities are offered without regard to race, color, religion, sex, national origin, marital status, veteran status, actual or perceived sexual orientation, gender identity, gender expression, or status with regard to pregnancy, disability or age. Willamette is firmly committed to adhering to the letter and spirit of all federal and state equal opportunity and civil rights laws, including but not limited to Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967 (ADEA), the Age Discrimination Act of 1975, the Americans with Disabilities Act (ADA) of 1990, and their implementing regulations.

If you have questions, need assistance or require special accommodations, please reach out to the Office of Human Resources at human-resources@willamette.edu or 503-370-6210.

PROCEDURE FOR CANDIDACY

Applicants should submit a resume and cover letter describing their interest and professional qualifications, *as well as how they have successfully supported and advanced the values and principles of diversity and inclusion in their prior professional experiences and places of work.* All inquiries will be considered confidential.

Submit materials to:

theapplicantmanager.com/jobs?pos=su161

by September 13, 2019 in order to be given first priority by the search committee.

For nominations or further information:

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