



Washington University in St. Louis

SEARCH FOR THE DEAN WASHINGTON UNIVERSITY IN ST. LOUIS SCHOOL OF LAW ST. LOUIS, MISSOURI

THE SEARCH

Washington University in St. Louis (WashU) seeks an exceptional leader to serve as the next dean of the School of Law. The Washington University in St. Louis School of Law (WashULaw) is a key part of WashU's profile as an internationally ranked private research university. WashULaw is on the university's main Danforth campus, with three other campuses—West Campus, North Campus, and Medical Campus—in surrounding parts of St. Louis. Reporting directly to the Provost and Executive Vice Chancellor for Academic Affairs, the WashULaw dean serves as its leader and as the principal academic and administrative officer of the school.

The next dean of WashULaw will join the law school and the university at an exciting moment. WashU recently announced a historic [\\$1 billion investment](#) in financial aid and adopted a need-blind undergraduate admissions policy. Significant funds have been designated for financial aid at the School of Law, among other professional and graduate schools. WashULaw has seen an impressive upward trajectory in recent years, and the new dean will have the opportunity to lead the school through a strategic planning process to solidify WashULaw as a top law school committed to academic distinction.

WashULaw seeks an experienced leader familiar with the ever-evolving landscape of graduate and professional legal education. The successful candidate will be an excellent legal scholar with academic credentials appropriate for a tenured appointment at the rank of professor, an accomplished administrator inspired by the opportunity to develop a compelling strategic vision for the law school, a skillful fundraiser, and a colleague committed to joining and supporting a diverse and inclusive law school community.

WashU, through the Provost and Executive Vice Chancellor for Academic Affairs, has appointed a search committee chaired by Feng Sheng Hu, the Dean of Arts & Sciences, and has retained Isaacson, Miller, a national executive search consulting firm, to assist in the search. All applications, inquiries, and nominations, which will remain confidential, should be directed to the search firm as indicated at the end of this document.

CURRENT CONTEXT

Nancy Staudt concluded her deanship at the Washington University in St. Louis School of Law on October 1, 2021, after seven successful years. The new dean will join WashULaw at a very exciting moment, as the university and the law school demonstrate exceptional positive momentum across several dimensions. WashULaw has seen an impressive upward trajectory in its position in the

national rankings. With a commitment to academic distinction, increased admissions selectivity, and strong career placement, WashULaw was ranked sixteenth in the nation by U.S. News and World Report in its 2022 rankings.

The new dean will have the opportunity to solidify the position of WashULaw as a top law school and will enter at a time when the university is engaging in a strategic planning process. The dean will lead WashULaw through its own strategic planning process as part of this broader initiative, and through this will be able to surface and articulate the intellectual mission and tangible goals to continue to move the school forward.

Both the university and the law school are in a strong financial position in order to continue this upward trajectory. The university's endowment generated an unprecedented 65% return during the 2020-2021 fiscal year and now has a value of \$15.3 billion as of the close of the fiscal year on June 30, 2021. WashULaw has seen similar significant financial gains, raising \$72 million in its most recent capital campaign. WashULaw is supported by \$341 million of endowment, including \$50 million from the university's [Gateway to Success](#) investment, and has an annual operating budget of \$50 million.

WASHINGTON UNIVERSITY IN ST. LOUIS

Washington University in St. Louis offers student-centered educational excellence within a world-class research-intensive university. WashU has eight academic divisions: Arts & Sciences, University College, Brown School (Social Work and Public Health), Olin Business School, Sam Fox School of Design and Visual Arts, McKelvey School of Engineering, School of Law, and School of Medicine, and educates approximately 15,000 full-time students, divided almost equally between undergraduate and graduate/professional students. Over 90 fields of study lead to bachelor's, master's, and doctoral degrees in a broad spectrum of traditional and interdisciplinary fields.

WashU belongs to a small class of elite universities characterized by a deep commitment to excellence in education as well as in research and scholarship. Over the last two decades, the university has invested significantly in its student enterprise, constructing new residence halls, academic buildings, and a university center, expanding student services, and maintaining its strong commitment to personalized attention and small class size. The university's undergraduate student-faculty ratio is 7:1, and over 65 percent of its classes have fewer than 20 students. Today, Washington University is one of the most selective institutions in the country, and its undergraduate program is ranked fourteenth in the nation by U.S. News and World Report.

WashU's FY2021 operating revenues were \$3.84 billion, and its operating expenses were \$3.66 billion. As of June 30, 2021, the market value of the university's endowment was \$15.3 billion, a number that has risen steadily with successful capital campaigns and investments.

WASHINGTON UNIVERSITY IN ST. LOUIS SCHOOL OF LAW

Founded in 1867, WashULaw is the oldest continually operating law school west of the Mississippi River. WashULaw is committed to their mission of equipping students with knowledge and skills

to ethically and effectively practice law and pursue justice in a dynamic and globally interconnected legal environment.

Academic Programs

The majority of WashULaw students are enrolled in the JD program. Students can pursue degrees with certificates in public interest law, business and corporate law, or international and comparative law; dual JD programs in business administration, social work, public health, and women, gender, and sexuality studies; and combined JD/LLM programs in negotiation and dispute resolution and taxation.

WashULaw also offers [degree options](#) for students not pursuing a JD: Master of Laws (LLM), Master of Legal Studies (MLS), and Doctor of Juridical Science (JSD) programs. The LLM offerings include programs for international and U.S.-trained lawyers with options for certificates or further specialization in areas such as intellectual property and technology law. The MLS program is available to non-JD pursuing students with certificates in negotiation and dispute resolution, business and corporate law, international law, and intellectual property and technology law. Students also can pursue a Master of Legal Studies in Taxation, or a Master of Law Degree in either U.S. Law or Taxation.

Online programs include the online MLS, online LLM for international lawyers, online tax LLM, and online dual LLM for international lawyers. The [Professional Institute](#) at WashULaw offers both lawyers and other professionals short-term online courses in negotiation, contract management, arbitration, and mediation.

Faculty

As of fall 2020, there are 131 faculty at WashULaw, including 59 full-time faculty. In addition to their teaching responsibilities, the faculty of WashULaw are engaged in research and contribute to academic writing across the legal spectrum. Faculty also collaborate at WashULaw's institutes and centers, including the [Center for Empirical Research in the Law](#), [the Cordell Institute](#), and the [Whitney R. Harris World Law Institute](#).

Students and Alumni

Students of WashULaw represent some of the best and brightest legal scholars in the nation. The acceptance rate for the JD program is around 20%. The most recently admitted class consists of 238 students, with a median LSAT score of 169 and a median GPA of 3.88. The school supports four student-edited law journals, as well as many lawyering skills competitions where students consistently earn national and international rankings. There are 16 study abroad programs and exchange opportunities where students can explore legal study beyond the Danforth campus.

Recent alumni of the law school benefit from strong placement post-graduation. The class of 2020 saw an impressive 90% employment rate in roles with a bar passage required, even in the face of delayed and cancelled bar exams due to COVID-19. Additionally, 14% of the class of 2020 secured federal clerkships. Within the current 2L class, 58% will spend the summer in big law, of which

about 75% will work in major cities across the United States, including New York, Chicago, and San Francisco.

WashULaw's 130,000 graduates worldwide have more than 50 active alumni chapters, with an ever-growing dedication to continued graduate achievement.

Staff

WashULaw staff members are dedicated to supporting the school's academic excellence. With a dedicated career center, admissions department, office of student life, registrar, and more, the staff of the law school are focused on supporting the law school student body and faculty in every facet of their WashULaw experience.

Diversity and Inclusion

WashULaw has a longstanding commitment to diversity and inclusion. Two years after opening its doors, the law school admitted the first two women in the United States to a chartered law school. The school is committed to making a WashULaw education accessible to as many students as possible, done in part by offering an array of scholarships. In academic year 2019-2020, 94% of students in the JD program received some form of grant or scholarship from the law school. WashULaw is unique among its peer institutions in ensuring these scholarships to all students throughout their enrollment—there are no academic standing requirements associated with this financial aid, and all scholarships are guaranteed for three years.

As of October 2020, 22% of enrolled students at WashULaw self-identified as coming from a minority racial or ethnic background. This number continues to increase—around 27% of the students in the class of 2023 identify as people of color. That class also is comprised of about 10% international students and 11% first generation college students, numbers that hold steady for the law school overall.

ST. LOUIS

As the second-largest employer in the metropolitan area, Washington University is an essential institution for St. Louis, and the city's prosperity is essential to Washington University. The university has provided innovative leadership, and the entire region counts on the university as a key partner for its success. To underscore the institution's commitment to the region, in October 2019 Chancellor Andrew Martin announced the WashU Pledge, a bold new financial aid program that provides a free undergraduate education to incoming, full-time students from Missouri and southern Illinois whose families earn less than \$75,000 a year.

Consistently ranked among the nation's most affordable and best places to live and raise families, the St. Louis region has excellent schools and offers many opportunities to watch or participate in a wide range of sports, recreational activities, and cultural events. St. Louis is highly accessible, and there are more free, world-class attractions in the city than any place in the U.S. outside of Washington, D.C., largely due to the area's active philanthropic community. Not far from St.

Louis's urban core are the beautiful rolling hills of the Ozark Mountain region. In September 2021, Washington University was ranked the number one place to work in Missouri by [Forbes](#).

THE ROLE: OPPORTUNITIES AND CHALLENGES

Reporting to the Provost and Executive Vice Chancellor for Academic Affairs, the dean will be the chief academic and administrative leader of WashULaw, with oversight of a budget of \$50 million.

The dean's core leadership team includes the Vice Dean for Research and Faculty Development; Vice Dean for Academic Affairs; Associate Dean and Chief of Staff; Associate Dean for International and Graduate Programs; Associate Dean of the Law Library; Associate Dean for Clinical Education; Associate Dean for Admissions and Placement; Associate Dean for Student Life; and Associate Dean for Finance.

Key opportunities and challenges for the dean include the following:

Continue the upward trajectory of the school by defining and articulating a clear intellectual vision and tangible goals.

Building from a solid foundation, the dean will engage the school in a strategic planning process as part of the university's broader strategic planning initiative. From this collaborative process, the dean will articulate a vision that prioritizes academic distinction and an intellectual mission and set of core values that bolsters WashULaw's sense of identity and community. In close partnership with a skilled and committed leadership team, the new dean will develop an intellectual community and distinctive identity for the school, solidifying WashULaw as one of the top-ranked law schools in the United States and a premier institution of legal education centered on academic distinction.

Recruit and retain exceptional faculty with a heightened focus on scholarly excellence and fostering community.

As the chief academic leader of WashULaw, the dean will lead the faculty in the pursuit of scholarly excellence and academic distinction. Through collaborative leadership and effective communication, the dean will foster community and collegiality across levels and between standing faculty, adjunct faculty, clinical faculty, and professors of practice, with particular attention to development and mentorship opportunities for newer faculty members. The dean will have the opportunity to hire new faculty and will be a thoughtful strategist in terms of their hiring approach.

Recruit and retain an outstanding student body with a steadfast commitment to the academic and professional success of students.

Known for their spirit of collegiality, WashULaw students are bright, eager, and enthusiastic. With increased selectivity in the admissions process in recent years, the dean will be committed to continuing to recruit a diverse and high-caliber student body and will work closely with the school's leadership to encourage student success. The dean will be committed to maintaining the

high level of excellence that WashULaw is known for in its foundational legal curriculum. Additionally, the dean will increase opportunities for practical application and leadership development for students, leveraging the school's strong clinical education program and supporting the first-year legal practice and legal research methodologies programs.

The dean will be an enthusiastic ambassador for WashULaw students in the legal marketplace. Building from the school's strong reputation and career placement trends, the dean will strengthen existing and establish new relationships with key employers, positioning students for successful legal careers. WashULaw students graduate with relatively low debt, and the dean will continue this trend and further prioritize public service.

Effectively lead and manage a strong senior leadership team and staff.

The dean will be a skillful manager and a transparent and collaborative leader, working in close partnership with a core leadership team. The dean will emphasize clear, consistent communication with the staff of WashULaw and aim to foster positive community and morale. The dean will thoughtfully approach hiring and professional development in order to recruit and retain talented individuals in support of the school's mission.

Continue and enhance the school's commitment to diversity, equity, inclusion, and belonging.

WashULaw is committed to equity, fairness, and inclusive excellence and is known for its engaged and diverse community. The dean will ensure that WashULaw remains a space where students, faculty, and staff can engage freely and openly in discourse. The dean also will ensure that the values of diversity, equity, inclusion, and belonging are incorporated into every area of the school, including classes, programs, initiatives, plans, and processes.

Continue to grow and enhance the school's resources to position it for long-term success.

A skilled fundraiser and fiscal operator, the dean will continue to position the school for financial success. With an eye toward the long-term positioning of the school, the dean will thoughtfully assess and, where appropriate, enhance resources, with a particular focus on improving the school's technology infrastructure, strengthening the caliber of the school's library, hiring extraordinary faculty, and increasing personnel to ensure students are receiving appropriate support.

Strengthen connections across the university.

As part of a strong community of deans at WashU, the new dean of WashULaw will strengthen partnerships with other schools across the university. The dean will support initiatives already in place, such as the [Cordell Institute](#), a partnership between the law school and the medical school that focuses on human genomics and privacy law, while identifying new opportunities with other academic divisions at WashU, including Arts & Sciences, Olin Business School, McKelvey School of Engineering, and more. The dean will explore multidisciplinary opportunities and joint degree programs to ground students and faculty in a broader view of the law and position them for the changing landscape of legal practice.

Strengthen connections with the St. Louis community.

The dean will build stronger connections with the local St. Louis community and surrounding region. The dean will continue to support WashULaw's clinical education program, which is among the best in the country, in its provision of free legal services and partnerships with community-based organizations, while identifying new opportunities to strengthen ties between the school and St. Louis. The dean will be a committed, consistent presence within the region and will bring WashULaw and St. Louis closer together.

THE SUCCESSFUL CANDIDATE

The successful candidate will bring many of the following professional qualifications and personal qualities:

- JD degree or its equivalent
- Record of university teaching, scholarship, and service sufficient to merit a faculty appointment with tenure
- Comprehensive experience working within a law school
- Nuanced understanding of the current landscape of legal education
- Strong commitment to high-quality teaching and excellent scholarship
- Strong commitment to understanding and valuing student success
- Demonstrated experience in successfully managing fiscal operations
- Successful fundraising experience and/or the skill set to develop a strong record of fundraising success
- Demonstrated commitment to diversity, equity, inclusion, and belonging
- Ability to surface and articulate a motivating mission and to bring others along
- Strategic, transparent, and collaborative leadership style
- Exceptional communication skills
- Energetic, creative, visionary, and innovative spirit

TO APPLY

The Washington University School of Law has retained Isaacson, Miller, a national executive search firm, to assist in this search. All inquiries, nominations, and applications should be directed in confidence to:

Ponneh Varho, Partner
Kelly McLaughlin, Senior Associate
Auriel Haack, Senior Search Coordinator
Isaacson, Miller

<https://www.imsearch.com/search-detail/S8-235>

Washington University in St. Louis is an equal opportunity and affirmative action employer. All qualified applicants will receive consideration without regard to an individual's sex, race, color, religion, age, disability status, protected veteran status, national or ethnic origin, gender identity

or expression, or sexual orientation. Women, minorities, protected veterans, and the disabled are strongly encouraged to apply.