

# HEIDRICK & STRUGGLES

Position Specification



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**Dean, College of Law**

July 2017



Heidrick & Struggles advises client organizations on the basis of an exclusive consulting assignment. The following details are for personal review and should be kept confidential.

## The Institution

### The College of Law

The Georgia State University College of Law offers outstanding programs and hands-on learning opportunities in the middle of downtown Atlanta. Surrounded by business, government, nonprofit and cultural organizations, the College of Law provides a vibrant environment for gaining practical experience and engaging in interdisciplinary research. Located in a new building on the Georgia State University (GSU) campus, the College of Law is committed to providing an excellent and affordable legal education to a diverse student body and promoting legal scholarship and service that advances the legal profession and communities it serves.

Throughout its history, the College of Law has been a leader in innovative legal education. The curriculum emphasizes an intensive, practice-based approach with creative opportunities for hands-on learning. The College is committed to providing broad access and tuition affordability for its 650 students in both full-time and flexible part-time programs. The student body is approximately 49% female and 27 % minorities.

*U.S. News & World Report* ranks the part-time program as No. 11 in the nation. National Jurist has consistently placed the College among the top 5 “Best Value” law schools, and GSU law school graduates have among the lowest debt. The 2016 edition of Business Insider ranks the College of Law 17th among the top public schools nationwide. The faculty’s impressive scholarly quality and productivity led to an invitation to form an Order of the Coif Chapter in 2016, making it one of just nine schools to receive a Coif invitation since 2000.

The College of Law is active in meeting the needs of the changing legal market and in affording students access to a wide array of classroom and outside-the-classroom education. The College has an extensive externship program, a number of legal clinics, and a variety of experiential courses that feature both live client and simulation activities. Clinic offerings include programs in the areas of disability, housing and education, tax law, securities law, mediation and criminal law. The College offers J.D. certificate programs in Health Law, Intellectual Property, Environmental Law, and Public Interest Law and Justice. The College has several dual degree programs including a J.D./M.B.A., a J.D./M.S.H.A. (Master of Science in

Health Administration – the M.B.A. can also be combined for a J.D./M.H.A./M.B.A.), a J.D./M.P.A. (Master of Professional Accounting), and a J.D./M.P.H. (Master of Public Health). The College also offers an accelerated J.D. program (“3+3”) for undergraduate students from Georgia State and a similar one in progress with the Georgia Institute of Technology.

In addition, the College offers an LL.M. program for foreign-trained lawyers. An LL.M. with a concentration in Health Law will launch this fall, and an online Juris Masters for non-lawyer professionals in the healthcare field is under development.

The College of Law has six interdisciplinary research centers: The Center of Law, Health, & Society; the Center for the Comparative Study of Metropolitan Growth; the Center for Access to Justice; the Center for Intellectual Property; the National Institute for Teaching Ethics and Professionalism; and the Consortium on Negotiation and Conflict Resolution. Through successful university initiatives to promote collaboration beyond traditional silos, recent hires in the College have benefitted from interdisciplinary collaboration between law faculty and non-law faculty. Some of this collaboration has generated successful grant funding activity.

In 2015, the College moved into its new, seven-story state-of-the-art facility. The building offers an outstanding learning environment with classrooms for flexible instruction; an expansive clinic area, a skills suite and a conference center that advances the College’s engagement with Atlanta’s legal community and beyond. The building also houses the Atlanta Center for International Arbitration, which includes a state-of-the-art hearing facility. The new building has become a hub for ideas, debates, and programs that focus on the challenging issues of our times.

The College of Law has 66 full-time faculty members who deliver a rigorous program of study that prepares students to enter the worlds of law, business and government at the highest level. Most of the faculty have legal practice experience prior to their career in academia. Over half of the faculty members are women. Because core faculty teach both evening and day classes, part-time law students receive the same outstanding education as full-time students.

The College’s innovative, experiential curriculum offers students the opportunity to learn about the law by linking theory and practice in

context. Through in-house clinics, students represent clients and deepen their knowledge and skills while providing needed legal service to those who cannot afford to pay for them. External clinics, externships and experiential learning courses also allow students to explore different practice environments and areas of law.

### The University

Georgia State University is a comprehensive research and doctoral granting institution in the “Very High Research” Carnegie Classification. With more than 50,000 students, it is one of the largest universities in the Southeast. In 2017, Georgia State University was identified as one of the five most innovative universities in the country by the *U.S. News and World Report*.

In recent years, Georgia State University has broken the mold by proving that one institution can significantly grow a cutting-edge research portfolio and while simultaneously providing exceptional attention to the success of its students. External grant funding has doubled in the past five years putting GSU amongst the top 200 American Research Universities. In 2016, Georgia State consolidated with Georgia Perimeter College, which led to the creation of a new two-year access college within GSU. The combined University has a diverse student population and is nationally recognized for innovations that have resulted in major improvements in student success. Recognitions include an ACE Award for the Greatest Institutional Transformation and APLU Award for the Most Progress in Improving Graduation Rates and Most Visible Progress Trailblazer Award.

Within GSU, the College of Law is one of eleven colleges, the others being the Andrew Young School of Policy Studies, Byrdine F. Lewis School of Nursing and Health Professions, College of Arts and Sciences, College of Education and Human Development, College of the Arts, Honors College, Institute for Biomedical Sciences, Perimeter College, J. Mack Robinson College of Business, and School of Public Health.

In 2011, Georgia State launched a new and ambitious strategic plan under President Mark Becker and Provost Risa Palm’s leadership, with input and broad engagement from the Georgia State community that set the course for the university over the next decade and beyond. For more information on the five goals of the strategic plan, the series of supporting initiatives, and the five-year progress toward these goals, see <http://strategic.gsu.edu/>.

With its location in the economic hub of downtown Atlanta, the University is able to provide its students with significant connections to the city's business, government, non-profit and cultural organizations as well as access to internships and jobs. Atlanta is the headquarters of more than a dozen Fortune 500 companies, and the world's busiest airport is just minutes from campus. The city is also home to over 25 consulates and diplomatic missions, and GSU's global connections are growing, with faculty task forces focusing on universities collaborations in China, Korea, Turkey, Brazil, South Africa and beyond. Atlanta provides Georgia State's faculty and students with a vibrant urban laboratory, and GSU is acknowledged as a central catalyst for the revitalization and growth in downtown Atlanta. For more information on Georgia State, see: [www.gsu.edu](http://www.gsu.edu).

## The Position

### Position Title

Dean, College of Law

### Location

Atlanta, Georgia

### The Role

The College of Law seeks a bold and dynamic dean who will build on the strong foundation and leverage the positive momentum at the College in the further pursuit of academic excellence, innovation and community.

As the College's academic leader, the dean reports directly to the University's Senior Vice President of Academic Affairs and Provost and serves as a member of the Deans Council and the President's Administrative Council. The dean serves as a liaison between the College's programs and the University as well as works collaboratively with other deans and administrators throughout the University. The dean manages the resources including personnel and finances to achieve the College of Law's mission.

Key areas of responsibility for the dean include the following:

**Academic Quality:** The dean ensures that rigorous academic programs continue to attract students, create justice-oriented legal professionals and scholars, and propel graduates into successful legal careers.

**Strategic Planning:** The dean will develop and implement a new strategic plan that builds on the College's strengths, enhances its

reputation, and does so in a financially responsible manner. The College currently is operating under its Strategic Plan, 2014-2020.

**Faculty Hiring and Mentoring:** The dean provides substantive leadership in recruiting and retaining highly talented faculty members as well as encouraging their on-going growth and development.

**Diversity and Inclusion:** The dean values diversity and works to recruit and make the college a welcoming place for students, faculty, and staff from a variety of backgrounds.

**Fundraising:** The dean effectively communicates the strengths and excellence of the College of Law to alumni and other potential donors in order to expand and create new development opportunities for the college.

**External and University Relations:** Serving as the face of the College of Law to all external entities including media, the dean strengthens ties with internal and external constituencies and develops new relationships to benefit the college in the Atlanta community and beyond.

## The Person

### Background and Experience

The Dean, College of Law should demonstrate the following experiences and skill sets:

A strong understanding of legal learning and educational institutions, particularly law schools. Also has an informed perspective on the changing legal marketplace and a sense of the implications on the future of the legal profession and law schools.

Ability to build upon an existing strategic plan as well as develop a new ambitious plan, gain buy in from its constituencies, and implement it effectively.

Proven fundraising experience or demonstrated potential to attract financial support and other resources to support the mission of an institution.

Excellent recruitment skills and the ability to attract, mentor and retain exceptional students, faculty and staff.

Solid financial and resource management skills. Adept at assessing budgetary and personnel needs and allocating resources to support the strategic goals of the College and the University.

An effective advocate for diversity and inclusion who understands the needs and challenges of underserved populations.

Strong academic credentials including a Juris Doctor.

A record of teaching and scholarship that meets the standards for appointment to the law faculty as a full professor with tenure. The achievement of the highest level of distinction in one or more areas relevant to the legal profession will also be considered for candidates outside of academe.

## Leadership & Behavioral Competencies

**Strategic Leader** – Adapts to the opportunities and challenges afforded by new trends in legal education and the legal profession and provides innovative and effective direction.

**Collaborator** – Demonstrates the ability to lead the College in a collaborative manner, including a deep understanding of academic governance and a commitment to transparency.

**Relationship Builder** – Possesses the skills necessary to maintain and develop relationships with all of the constituencies of the College and the ability to create new and productive relationships. Comfortable and effective with alumni, law firms, corporations, foundations, government officials and a range of potential donors.

**Skilled Communicator** – Possesses excellent communication skills and the ability to persuasively advocate internally and externally for the College.

## Personal Characteristics

- Passion for students and legal education
- Professional integrity and high ethical standards
- Warm and engaging interpersonal skills
- Demonstrated commitment to diversity

## Nomination/Application Information

Georgia State University will be assisted by Ellen Brown Landers and Tracie Smith of Heidrick & Struggles. Initial review of applications will begin immediately. Please provide a letter of interest and a CV for consideration. Email submissions are preferred.

Georgia State University  
Dean, College of Law Search Committee  
c/o Heidrick & Struggles, Inc.  
1180 Peachtree Street NE, Suite 2610  
Atlanta, GA 30309  
Telephone: 404 682 7316  
Email: [gsulawdean@heidrick.com](mailto:gsulawdean@heidrick.com)

*Georgia State University is an equal opportunity educational institution and is an equal opportunity/affirmative action employer.*