NEW JERSEY’S PUBLIC LAW SCHOOL

Co-Dean
Position Prospectus
Rutgers, The State University of New Jersey invites nominations and applications for the position of Co-Dean of the newly merged Rutgers Law School – the largest public law school in the Northeast.

The open position will be based at the Law School’s location in Rutgers University-Camden, which is situated across the Delaware River from Philadelphia. At a time of great change in legal education, this is an opportunity to lead an innovative new venture from its inception, supported within an established Tier 1, Big Ten Research University.

Reflecting a new vision of collaborative leadership across two integrated campuses, the Co-Dean partners with the school’s Newark-based Co-Dean to oversee all aspects of strategic planning, administration, and academic life of Rutgers Law School, and to lead alumni outreach and development initiatives.
Together with his or her counterpart in Newark, the Co-Dean leads a faculty of approximately 120 internationally acclaimed scholars across all of Rutgers Law, with a focus on faculty resident in Camden. The Co-Dean has primary authority over administrative and academic matters that are Camden-specific and oversees the non-faculty staff of about 50 located at the Camden campus. There are additional joint reports to the Co-Deans.

As the hire will be the first permanent Co-Dean of Rutgers Law, he or she will have the chance to shape the job and the collaboration with the Newark campus. The vision for Rutgers Law is to build on legacy strengths, while implementing 21st century ideas for legal education. Rutgers Law brings together complementary assets, deep roots, and diverse constituencies in two major cities. Its unique design means Rutgers Law is nimble, while simultaneously capable of scaling up best practices and initiatives. Approved by the ABA in July 2015, the merger has excited alumni and created an historic opportunity for new leadership to engage their energies.

Rutgers Law is a bold and strategic move. Created by merging the formerly autonomous schools in Newark and Camden, Rutgers Law School is one of the nation’s largest law schools and the largest public law school in the Northeast. It has approximately 1,100 students drawn from across the U.S., and over 20,000 alumni concentrated in the NYC and Philadelphia metropolitan regions – two of the country’s five largest legal markets.

“The formation of Rutgers Law catapults Rutgers to a position of national leadership in both legal education and legal service. It is a proud time...”

James Maida ’90  President, Gaming Laboratories International, LLC

This co-location generates opportunities for students, faculty, and administration. As New Jersey’s public law school, Rutgers Law is defined by a commitment to increasing access to legal education, enhancing the diversity of the profession, and law in the public interest. Highlighting these commitments are the Maida Public Interest Scholars Program, the Minority Student Program, our fifteen clinics and a robust lawyering program that includes pro bono opportunities, externships, and a nationally recognized legal writing program. In addition, the two campuses of the Rutgers Law School serve as anchor institutions in their communities, each one with significant engagement between Rutgers Law and the surrounding neighbors and institutions, including nearby federal and state courts.

With particular strengths in criminal, information policy, corporate and business, health, immigration, international, and public interest law, the faculty are passionate about providing quality teaching to the next generation of attorneys through a combination of a comprehensive curriculum, offering uncommon breadth and depth in doctrinal, interdisciplinary, and skills courses.

Rutgers Law faculty share their legal expertise through 10 faculty centers that support innovative research, host premier conferences, and connect legal scholars with policy makers and industry leaders. Certificate programs in corporate and business law, criminal law and procedure, and family law allow for concentration in carefully curated upper-level courses, including skills-based classes, supervised research projects, and practical experience in the field.

The broad curriculum is accessible to all students across both campuses through state-of-the-art distance education technology. Students from both campuses jointly edit law journals and participate in the scholarly life of Rutgers Law, wherever their interests take them. Rutgers Law School has a strong record of employment outcomes and leads the nation in placing graduates in state court clerkships. Graduates include current NJ Supreme Court Justices and state judges. Graduates also include current federal judges, two sitting U.S. Senators, U.S. Congressmen, former Governors, and countless leaders in private practice and public interest law.

Rutgers, The State University of New Jersey, celebrates the 250th anniversary of its founding as Queen’s College in 1766, as one of America’s 13 colonial colleges and New Jersey’s flagship public research university. Rutgers comprises four Chancellor-led units: RU-New Brunswick, RU-Camden, RU-Newark, and Rutgers Biomedical and Health Sciences. Rutgers receives approximately 20% of its budget from state appropriations and has a budget of more than $3.7 billion. There are more than 66,000 students at Rutgers as a whole.
Why Rutgers Law School?
The economics of, and expectations for, legal education are changing. Several years ago, the faculty and leadership of the two Rutgers law schools decided that together, they could make the most of this exciting moment in the life of the law – to embody high standards of academic rigor, educational innovation, imaginative scholarship, service, access, alumni and legal community engagement, and interdisciplinary collaborations. The leadership worked for several years to integrate the law schools in Camden and Newark in order to position public legal education in New Jersey to stand with the strongest public law schools in the nation. The new Rutgers Law School is now poised to reap the fruits of those efforts and to cultivate a new kind of law school.

The New York and Philadelphia regions are thriving, and Rutgers Law is already networked throughout these markets. Those networks can only grow stronger and denser with more connectivity between the two campuses, each of which is a community anchor.

“Rutgers moves to the fore of legal education in the U.S. with the formation of Rutgers Law.”
Donald C. Clark ’79  Nationwide Special Counsel, United Church of Christ

Interdisciplinary studies will remain central to the curriculum and are likely to grow considerably. Collaborations across the University – which have always existed within the legacy law schools – will now increase, allowing our students to pursue a greater diversity of careers beyond the traditional practice of law. Given the excellence of schools within the University such as social work, business, engineering, pharmacy and departments such as philosophy and history, Rutgers Law will become a leader in interdisciplinary research and in joint degree programs.

It is expected that Rutgers Law will facilitate the creation of a new Legal Studies Program in New Brunswick, where the largest undergraduate population resides. This will enable Rutgers Law to compete more effectively for the best students from that campus. It will also bring faculty from all three campuses together to teach in that Program, fostering further collaborations across the University.

What the new Rutgers Law School makes possible is a common curriculum across two campuses spanning all areas of law and including a wide variety of the skills-based courses and experiences that the market demands. The faculty of more than 120 across both campuses, with approximately 1,100 students, gives Rutgers Law a student-faculty ratio on a par with its Big Ten peer schools.

“Two excellent groups of alumni are now one big family. I’m proud to be part of Rutgers Law!”
Patricia Santelle ’85  Managing Partner and Chair, Executive Committee  White and Williams LLP

The physical location of the Rutgers Law School, embedded in two of the top five legal markets, creates unprecedented opportunities for experiential education, service, scholarship, employment, and development.
The new Rutgers Law School also makes possible a single admissions process, overseen by a new Senior Associate Dean for Admissions and Financial Aid to be resident at both campuses (a superbly qualified hire to be announced in 2015). Students will be invited to state a geographic preference, if any, and will be expected to take all of their first-year classes at a single location. In the following years, they will have the option of enrolling in classes on either campus, or taking the growing number of courses offered in our paired immersive classrooms.

“The sky’s the limit for the newly merged Rutgers Law, now home to one of the nation’s largest faculties. I’ll be proud to watch its profile grow.”
Patricia Glaser ’73 Partner and Chair of Litigation Department Glaser, Weil, Fink, Jacobs, Howard and Shapiro, LLP

The legacy law schools in Newark and Camden drew students from across the country, with students from Florida, Texas, and California especially well-represented. Rutgers Law’s enhanced national profile will ensure that it draws an even greater proportion of its students from outside the state and region. The international profile of Rutgers University will make global exchanges and partnerships much easier to consummate. At the same time, the elevation of Rutgers Law School to being the public law school of New Jersey will allow its nationally recognized clinics and pro-bono programs to better serve the needs of the state.

The 20,000 strong alumni of the legacy schools now form the alumni network of a single Rutgers Law School. This is a resource of talent and opportunity that the Co-Deans have already found to be much more potent in its combined form.

“Rutgers Law means that Rutgers will provide more access to more extraordinary clinical and pro bono opportunities than ever before.”
Kevin Walsh ’99 Executive Director, Fair Share Housing Center

Alumni are excited about the merger. Newark graduates who had an interest in a center or activity located on the Camden campus can now feel a sense of ownership, and vice versa. Another significant advantage of unity is that the Rutgers Law School attracts the affiliation of Rutgers University alumni who graduated from other law schools. The Co-Deans have already heard from many such alumni who are attending events and connecting with their public law school.

“The new Rutgers Law equals unlimited potential to serve the legal profession, the state of New Jersey, and beyond.”
Thomas DiLeonardo ’91 Chief Compliance Officer, KPMG

While the foundations of the Rutgers Law School have been set, and the school is running smoothly in the first year of its merger, some governance and operational details will be worked out over the next few years. The clay is still soft and the Co-Deans will have significant input into how the school takes shape.

No other University has done what Rutgers has done. No other law school is positioned, as Rutgers Law is now positioned, to innovate in legal education, with the support of a major research University. The tagline for Rutgers University’s 250th anniversary is “revolutionary.” The internationally renowned public land grant University formed in the foment for liberty has now produced what will be a revolutionary move in the life of law schools.
The Co-Dean’s Key Responsibilities

Rutgers Law School seeks an exceptional leader to serve as its Co-Dean. Together with his or her counterpart in Newark, the Co-Dean will have full authority over all matters affecting Rutgers Law School. The Co-Dean will report to and work with the Chancellor of the Camden campus and will have authority over purely local day-to-day decisions and over the Camden campus staff. There is joint responsibility for the strategic, programmatic, financial, fundraising, and management operations that support the mission and vision of the School and its role within Rutgers. The heads of admissions, library services, and the pro bono and public interest program are joint reports to both Co-Deans, and it is anticipated that there will be additional joint reports.

The Co-Dean will:

- Collaborate with Newark Co-Dean to set a strategic direction for Rutgers Law, and align governance systems, staff and faculty resources, student support, and development strategies to advance this direction
- Lead innovative legal education using the co-located campuses and University resources as assets
- Support the intellectual, research, and service aspirations of faculty, students, staff, donors, and professional colleagues
- Collaborate with faculty to assure continued prominence by prioritizing the recruiting and retention of diverse, distinguished faculty at all levels
- Foster the strong tradition of faculty collegiality
- Support and advance the mission of Rutgers Law to make the legal profession more accessible and more useful to all, to pursue social justice, and to serve as an anchor institution in the campus communities
- Inspire and reward excellence and innovation in legal teaching and learning best practices, including distance education and experiential learning
- Promote and enhance strong research that better inform student teaching and placement, that engage faculty and students in global conversations and policymaking, and strengthen external connections
- Serve as the principal co-steward for the Law School’s resources—faculty, staff, alumni, and students—and oversee the Law School’s budget and facilities
- Take a leading role in attracting external funding from federal agencies, corporations, foundations and donors to support the mission of Rutgers Law
- Leverage space and technology for the advancement of faculty, students, and staff in light of changing student application numbers and enrollment
- Assure that Rutgers Law continues to serve its students with academic programs of the highest quality and effectiveness, promoting excellence as well as diversity
- Maintain strategic programmatic advantage by identifying interdisciplinary opportunities in emerging legal studies
- Advocate internally for staff and resources to support a strong research agenda, faculty, and student population
- Serve as a public voice for all stakeholders to bring heightened visibility within Rutgers, the region, and beyond

Qualifications and Desirable Characteristics

Rutgers Law School seeks an energetic, self-assured, and imaginative individual who is committed to the highest scholarly achievement, innovation in legal education, and the values of diversity, access, and service that define Rutgers Law. The Co-Dean should like to interact with people, be an accomplished scholar or leader, and a strong collaborator. She or he should demonstrate an understanding of the opportunities and challenges in legal education, and have creative ideas for what the 21st-century law school ought to be.

Candidates should possess an earned J.D. or equivalent and a record of achievement that makes them suitable for appointment as a tenured full professor.

Compelling candidates will possess:

- The ability to collaborate with faculty and other leaders to articulate a vision for Rutgers Law, to communicate this vision to a broad range of constituencies including alumni and academic, government, and business communities, and to develop and realize a plan to achieve it
- Significant leadership and management experience, as well as experience budgeting and financial management
- A commitment to cultivating a distinguished, accomplished, and diverse teaching and research faculty
- Deep respect for and engagement with students, coupled with a commitment to attract the strongest of them, and to provide those who need it with support
- Demonstrated ability to lead within by consensus and to lead with transparency
- The capacity to lead sophisticated and effective development, alumni engagement, and fundraising activities
- A demonstrated willingness to seize opportunities while assuming responsibility for appropriate risks
- Dedication to creating a diverse, open and inclusive environment and to promoting diversity and inclusion
- Impeccable personal and professional integrity
- The ability to problem solve, quickly assimilate the new and different, make decisions rapidly, collaborate on the toughest problems, and draw on personal wisdom and experience to reach the best conclusion
- The ability, imagination, and courage to propose breakthrough actions, and the discipline to see them through
- The ability to manage innovation, envision multiple futures, and to make data-based decisions where possible
- The ability to get the most and best out of people, hold people accountable, give useful feedback, delegate, develop talent, and communicate clearly to faculty, staff, students, and other stakeholders
- The ability to utilize evolving distance technology to expand legal education in a way that promotes and creates cross-campus collaborations
Send applications (cover letter, curriculum vitae, and names of four references), nominations, and inquiries to:

RutgersLaw@kornferry.com

The Search Committee will begin to review applications on October 1, 2015 and will continue to receive them until the position is filled. For additional information about Rutgers and the Rutgers Law School, visit www.rutgers.edu and www.law.rutgers.edu. In addition, please visit the dedicated search website, www.law.rutgers.edu/dean-search, which will provide periodic updates and announcements.

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