



THE UNIVERSITY OF
TENNESSEE
KNOXVILLE

Dean, College of Law
Knoxville, TN

THE SEARCH

The University of Tennessee, Knoxville (UTK) invites applications and nominations for the position of Dean of the College of Law (UT Law). The University seeks an experienced, collegial, and energetic leader who will provide the inspiration, cohesion, and vision for UT Law and serve as its chief academic and administrative officer, commencing in the summer of 2020. The dean reports to the provost and will work closely with the vice provosts, deans of other academic colleges, UT Law faculty, staff, students, alumni, and other stakeholders, including members of the Tennessee bench and bar, in setting overall academic and strategic priorities for UT Law, allocating resources to move those priorities forward, and developing a collaborative community committed to student success.

UTK is the preeminent, research-based, land-grant university in the State of Tennessee, and as the system's flagship campus, embodies the spirit of excellence in teaching, research, scholarship, creative activity, outreach, and engagement attained by the nation's finest public research institutions. The University serves over 28,000 students and employs over 10,000 faculty and staff. The University has an annual budget of \$1.18 billion and the 600-acre campus is adjacent to the city's redeveloped downtown, connected to miles of greenways, and just a short drive to the Great Smoky Mountains National Park.

UT Law is an outstanding public school of law with approximately 375 students, 65% of whom are Tennessee residents, in its award-winning JD program, with an annual operating budget of approximately \$18 million. UT Law will successfully conclude a \$54 million capital campaign in June, 2020. With an exceptionally productive and engaged faculty of 45, the UT Law can boast an enviable 8:1 student: faculty ratio while maintaining a reasonably affordable tuition. UT Law hosts the oldest law school-based legal clinic in the nation and consistently achieves favorable rankings for its clinical offerings and its legal research and writing program.

The next dean will inherit a highly engaged and self-governing faculty and a dedicated staff, a strong student body and a supportive university administration and loyal alumni-base. With these resources the dean will have the opportunity to develop a successful fund-raising and alumni-engagement program; to strengthen the school's commitment to diversity, equity and inclusion; to advance the reputation and ranking of the school locally, regionally and nationally; and to create a community that is non-hierarchical, collaborative, transparent and inspirational for all its stakeholders.

Candidates for this exceptionally attractive opportunity should be able to demonstrate relevant experience in managing a comparable enterprise within a complex system like UTK, as well as in leading and inspiring a diverse, mission-driven community and in expanding its stakeholder base and engagement inside the College, across the University and within the legal profession and the public. The successful candidate will have well established and compelling relational skills, high emotional intelligence and boundless energy and enthusiasm.

Through its provost, Dr. David Manderscheid, UTK has charged a 12-member search committee, chaired by Dr. Victoria Niederhauser, Dean of the College of Nursing, to recruit, vet, and interview candidates, and UTK has engaged the executive search firm of Isaacson, Miller to assist in conducting a national search for the next dean of UT Law. All inquiries, nominations, and applications should be directed to the firm as described at the end of this document.

THE COLLEGE OF LAW

UT Law was founded in 1890 and is accredited by the American Bar Association and is a charter member of the Association of American Law Schools. The *Princeton Review* places UT Law in the top 20 “Best US Law Schools,” and in its 2020 law school listing, *USNWR* ranks UT Law at # 59 among all US law schools and # 30 among public law schools in the nation, or in the top 30%. Importantly the *National Jurist* grades UT Law “A-” in both the Best Value and the Top Schools for Business and Corporate Law listings. The legal research and writing program at UT Law has always been exemplary, and the legal clinical program – the first in the nation – is ranked in the top ten of all US public law schools.

The mission of UT Law is to prepare students for the practice of law by integrating theory and practice across the curriculum with an emphasis on clinical and skills training, innovative classroom teaching, legal writing, and professional values. The school endeavors to produce high-quality scholarship that examines, explains, critiques, and improves the law and the legal system. UT Law strives to serve the University, the profession, and the public by developing and sharing its talents and expertise.

The current dean of UT Law, Melanie Wilson, has served in that role since 2015 and has assembled a remarkably skilled team to assist her in leading the school. UT Law embraces a unitary tenure track for doctrinal, clinic, legal-writing and library faculty, and has developed a non-hierarchical culture among its faculty, staff and students with faculty actively engaged in governance and responsibility.

UT Law offers JD students the option of choosing one of two concentrations: Advocacy and Dispute Resolution and Business Transactions, thereby providing a focus for students as they develop skills and gain knowledge that help them secure meaningful employment. JD students can also pursue dual-degree programs in business, philosophy, public health and public policy and administration. UT Law also accommodates students with an accelerated JD program and a flexible program, thereby allowing students to earn their JD degree in a manner that suits their own circumstances. UT Law and the College of Arts and Sciences also provide a “3+3” program for students who intend to earn a BA/BS degree and a JD degree within 6 academic years. UT Law also has a highly acclaimed LLM degree program in business law.

The Clayton Center for Entrepreneurial Law seeks to improve the training of business lawyers in both transactional and litigation practices through the concentration in business transactions for JD candidates, the LLM program in United States business law, *Transactions: The Tennessee Journal of Business Law*, a visiting professor program, faculty and student scholarship, field placement opportunities, the Business Law Clinic, the Trademark Clinic, the Homer A. Jones Jr. Wills Clinic, and presentations for the business bar and community, both regionally and nationwide. The Clayton Center offers a variety of real-world experiences for students pursuing a business law focus, including research associateships and field placement opportunities with Oak Ridge National Laboratory and the Y-12 National Security Complex, among others.

The Center for Advocacy and Dispute Resolution offers a unique curriculum with courses taught by experienced faculty utilizing the college’s state-of-the-art facilities. The curriculum focuses on the substantive and procedural aspects of adjudication and gives students the opportunity to practice lawyering skills in an experiential learning atmosphere. Courses include the traditional trial practice and

advanced appellate advocacy as well as a host of more specialized offerings including interviewing and counseling, negotiations, and alternative dispute resolution. Courses focusing on trial and appellate advocacy benefit from the building's four modern courtrooms, equipped with smart podiums and video display systems. The more specialized offerings, in which students engage in interviewing, counseling, negotiating, and mediating, are taught in small seminar rooms that feature video-capture systems. Students regularly record learning activities that their professors view in real time or use later to provide individual feedback to the student.

Students at UT Law have opportunities to help produce several exceptional journals, including *The Forum: A Tennessee Student Legal Journal*; *Tennessee Journal of Law and Policy*; *The Tennessee Journal of Race, Gender & Social Justice*; *Tennessee Law Review*; and *Transactions: The Tennessee Journal of Business Law*. Students also participate in moot trial and mock court competitions and pro bono opportunities and externships. UT Law's clinic program is the longest standing and one of the best in the country, offering clinical opportunities in Advocacy, Appellate Litigation, Business Law and Trademark, Community Economic Development, Expungement, Domestic Violence, Mediation, and Wills. Also, there are practicums in environmental law and education law.

For additional information about UT Law, please review: <https://law.utk.edu/>

THE ROLE OF THE DEAN

The Dean serves as chief academic and administrative officer and reports to the provost of the University. The Dean is responsible for all areas of strategic planning and academic operations for UT Law, including management of faculty and staff, development of academic programs, delivery of student services, oversight of facilities, development of research, and fiscal management, including fundraising. UT Law has a strong shared governance culture and the success or failure of the Dean rests on how well s/he exercises leadership within this context.

The Dean leads a senior leadership team of 10 direct reports who are experienced, collegial, and highly capable professionals. These reports include: Director of Clinic Programs; Associate Dean for Academic Affairs; Associate Dean for Faculty Development; Associate Dean for Library and Technology Services; Assistant Dean for Finance, Administration & Operations; Coordinator Information Services and Director of Communications; Director of Admissions; Executive Director of Development; Assistant Dean for Student Affairs; Executive Assistant to the Dean.

Prospective candidates should possess scholarship, leadership, and management ability necessary to perform the roles of the chief executive officer and chief academic officer at UT Law. In addition, strong candidates will possess a combination of professional experience and leadership traits necessary to:

- Serve as the intellectual leader of the faculty through a demonstrated commitment to scholarship, an ability to inspire junior and senior faculty alike in their scholarly pursuits, and a vision for further development of the intellectual environment at UT Law;
- Promote UT Law's teaching mission of educating outstanding lawyers through continued excellence in the academic program, including doctrinal, experiential, and hybrid courses;
- Support, guide, and further develop UT Law's commitment to the integration of theory and practice;

- Promote successful change in response to evolving external environments and emerging challenges, including providing leadership in developing a common vision for UT Law that reflects both the future of legal education and the established strengths of the institution;
- Interact persuasively with the philanthropic community, and solicit and steward private support from alumni, members of the Board of Trustees, friends, foundations, law firms, government institutions, and corporations;
- Develop positive, mutually supportive relationships with UT Law alumni;
- Work effectively and collaboratively with senior administrators and other staff to ensure the smooth functioning of administrative units and programs within UT Law;
- Promote UT Law's dedication to and long-standing record of attracting a diverse community, as demonstrated by a record of advancing diversity within a student body, faculty, and administrative team, or within a corporation or law firm environment;
- Create a strong sense of community and collaboration among faculty, staff, students, alumni, the University's other schools, the local bar, and the courts;
- Communicate to a wide range of constituencies;
- Demonstrate good judgment in attracting, retaining, and developing outstanding faculty, administrators, and staff;
- Manage a law school budget within a responsibility-centered management structure.

CHALLENGES AND OPPORTUNITIES

The students, staff, alumni, and faculty of the University of Tennessee College of Law are excited to work with a Dean who is enthusiastic, strategic, empathetic, and supportive. These stakeholders expect the new Dean to strengthen UT Law's commitment to creating a broadly diverse, inclusive, and intellectually engaged community, which includes attracting and retaining students, faculty, and staff from under-represented populations. The new Dean will also build on the school's strong relationships throughout the state and will work to increase financial support from alumni and other potential donors. The successful candidate will be fully committed to providing students with an excellent legal education, to supporting the faculty in their teaching and scholarly productivity, to engaging faculty in decision-making, to supporting staff growth and development, to involving our committed and valued alumni, and to being a strong ambassador for the law school.

The UT Law Dean will be a collaborative, transparent, and inspiring leader who is equally committed to teaching, service, and scholarship. The Dean should value the strengths of UT Law's unitary tenure track for doctrinal, clinic, legal-writing, and library faculty and should nurture its non-hierarchical culture among faculty, staff, and students. The new Dean will prioritize the faculty's role in governance and understand the importance of consensus-building. Because UT Law's graduates practice in a wide variety of settings, the Dean should recognize the significance of preparing law students to practice law. And as the leader of the state's flagship law school at a land grant university, the Dean must appreciate the importance of balancing an internal role that engages the law school community with an external role that engages alumni, the state bench and bar, state legislators, and other Tennesseans.

DESIRED EXPERIENCE AND QUALIFICATIONS

The search committee enthusiastically welcomes applicants from a diversity of backgrounds and experiences and will consider the following factors in evaluating candidates for this important leadership role. While no single individual will possess all the desired experiences and qualifications, the successful candidate should possess many of the following characteristics:

- A JD, or other terminal degree in law, with accomplishments meriting tenure at the rank of full professor;
- A leadership style characterized by flexibility, inclusiveness, integrity, and openness that involves and enables faculty and other key stakeholders to share in governance;
- A demonstrated commitment to legal education, scholarship and public service;
- A willingness to commit to fundraising and an aptitude for successful fundraising;
- A commitment to enhance UT Law's overall reputation;
- The inclination and capability to contribute to the University's senior academic leadership, including the ability to collaborate with the provost and deans to enrich the overall academic structure and the national and international reputation of the University as a research and educational powerhouse;
- The capacity and commitment to further develop supportive affiliations with alumni and friends of UT Law;
- A demonstrated commitment to building an organization that values and practices diversity, equity, and inclusion, affirmative action, and equal opportunity;
- Superior communications skills;
- Decisiveness and ability to multi-task as well as a willingness to delegate appropriately.

THE UNIVERSITY AND ITS LEADERSHIP

Founded in Knoxville in 1794 as Blount College, the institution that would become the University of Tennessee (UTK) began as a struggling college with a small student body and faculty. Named for Tennessee's first governor, William Blount, Blount College operated from a downtown Knoxville building. In 1807, the university became a state institution and was renamed East Tennessee College. In 1820 the university bought 40 acres just west of downtown to establish a campus on what is now known as "The Hill."

Although the campus was ravaged during the Civil War, its fortunes turned when in 1867 Congress passed a special act making the State of Tennessee eligible to participate in the Morrill Act of 1862. In January 1869, ETU was designated as Tennessee's recipient of the Land-Grant designation and funds. The law designated the university as a "land-grant" institution, allocating federal land and funds to teach agricultural and mechanical subjects and to train students for military service. Trustees soon approved the establishment of medical departments through the Nashville Medical College and added advanced degree programs and ETU became the University of Tennessee.

In 1887 the university expanded the science and engineering curricula and began to officially admit women students. The state legislature made its first appropriation to the university. In this period the university also saw the founding of a law school and the start of a teacher training institute. Following more years of growth, the medical and dental colleges moved to Memphis. As UTK grew, the Knoxville campus became part of a statewide system that includes campuses in Martin and Chattanooga, the Medical Campuses headquartered in Memphis, and three specialized institutes, Agriculture, Public Service, and Space.

UTK has continued to respond to Tennessee's changing economic and social needs during the 20th and into the 21st century as it serves the state by educating its citizens, enhancing its culture, and making a difference in people's lives through research and service.

UTK today is a thriving institution with a student body of over 28,000 students and over 10,000 full- and part-time employees. The university is focused on achieving its land-grant mission of education, research, and service. Acknowledging its current position as a premier institution, the institution's 2010 strategic plan set a goal of establishing UTK as a top-tier public research university. To meet this objective the university embarked on an ambitious goal—to join the ranks of the nation's Top 25 public research universities. In the years since, UTK has made great strides in improving its students' experiences while making new discoveries and engaging with both the local and the global communities.

David Manderscheid began serving as provost and senior vice chancellor on July 1, 2018. Before coming to UT, he was executive dean of the College of Arts and Sciences and vice provost for arts and sciences at the Ohio State University. He is an internationally recognized mathematician whose work in representation theory with applications to number theory has been widely published. He has received support from the National Science Foundation, the National Security Agency, and the US Department of Education. He is also the recipient of numerous teaching awards. Before working at Ohio State, Manderscheid was dean of the College of Arts and Sciences at the University of Nebraska–Lincoln from 2007 to 2013. He served for 20 years on the faculty of the University of Iowa, where he rose through the ranks to become chair of the Department of Mathematics. Manderscheid is a fellow of the American Association for the Advancement of Science and an inaugural fellow of the American Mathematical Society. He has served as president of the Council of Colleges of Arts and Sciences and chair of the Big Ten Academic Alliance Liberal Arts and Sciences Deans' Group. He currently serves on the Board of Directors of the Association of Chief Academic Officers. Manderscheid has a PhD from Yale University and a bachelor's degree from Michigan State University, both in mathematics. He has held appointments at the Institute for Advanced Study in Princeton, New Jersey; the Mathematical Sciences Research Institute in Berkeley, California; and the University of Paris.

Donde Plowman became the ninth chancellor of the University of Tennessee, Knoxville, on July 1, 2019. She returned to Rocky Top after nine years at the University of Nebraska–Lincoln, where she served most recently as executive vice chancellor and chief academic officer. In that role, she oversaw academic affairs, student affairs, the Office of Research and Economic Development, and the Office of Diversity and Inclusion. She earlier served for more than six years as the James Jr. and Susan Stuart Dean of UNL's College of Business Administration. Before going to Nebraska, Plowman was on the management faculty at UT, where she served for two years as head of the Department of Management in the Haslam College of Business. She began her academic career at the University of Texas at San Antonio as an assistant professor of management and advanced to the position of professor and associate dean for graduate studies and research, where she was responsible for the creation of the university's doctoral degree in business. Plowman has a doctorate in strategic management from the University of Texas at Austin, an undergraduate degree with a major in English from Southern Methodist University, and an MEd in higher education administration from the University of North Texas.

For additional information about UTK, please review: <https://www.utk.edu/>

Knoxville is a lively, diverse city located amidst the beauty of eastern Tennessee. The city, one of Tennessee's largest, is big enough to have urban amenities and the cultural activities of a metropolitan city, while small enough to have a strong and unique community feel. The World's Fair of 1982 endowed the center city with a lovely large urban park, a performance venue, and museums almost adjacent to the historical Market Square, an urban park environment with boutiques, restaurants, and a sculpture garden. Knoxville is proud of its school system, its civic services, and its relationship with the university. There's much to do and see in Knoxville and in the Great Smoky Mountains National Park with its wonderful hiking trails and spectacular display of foliage each fall, only an hour away. The Tennessee River and five major lakes provide wonderful fishing, boating, and water sports opportunities. The combination of urban

life and its cultural amenities along with the surrounding natural wonders makes Knoxville a great place to live: <http://www.knoxvillechamber.com/quality-life>.

TO APPLY:

Nominations, applications, and inquiries are being accepted for the position commencing immediately. Consideration of candidates will continue until the position is filled. Candidates must submit a curriculum vitae and cover letter electronically via www.imsearch.com/7222

Confidential inquiries concerning this search should be directed to Isaacson, Miller through:

Tim McFeeley, Partner
Marc St. Hilaire, Senior Associate
Isaacson, Miller
Suite 700
1300 19th Street, NW
Washington, DC 20036

The University of Tennessee is an EEO/AA/Title VI/Title IX/Section 504/ADA/ADEA institution in the provision of its education and employment programs and services. All qualified applicants will receive equal consideration for employment without regard to race, color, national origin, religion, sex, pregnancy, marital status, sexual orientation, gender identity, age, physical or mental disability, or covered veteran status.

