



*Invitation to Apply for the Position of*

**DEAN**

**INDIANA UNIVERSITY ROBERT H. MCKINNEY SCHOOL OF LAW  
On the IUPUI campus in Indianapolis, IN**

Indiana University Robert H. McKinney School of Law, located on the IUPUI campus in Indianapolis, is seeking an enterprising and engaged leader to serve as its next dean, commencing in July 2020. IU McKinney is a remarkably successful and rising law school, whose graduates comprise approximately one-half of the practicing lawyers and judges in the State of Indiana.

IU McKinney is seeking an ambitious, innovative, and collaborative leader to work with the school's faculty and the IUPUI administration to: develop a strategic plan that aligns with the initiatives of the University; allocate resources to those strategic goals and priorities; improve the bar passage rates for students and enhance the school's reputation; and promote the regional impact of the school. The successful candidate will hold a J.D. and present a minimum of ten years' experience in the teaching and/or practice of law; will demonstrate an appetite for innovation and entrepreneurship; and will possess the ability to build and manage organizations that are dedicated to diversity, inclusion and equity and to manage the budget of a complex enterprise. Intellectual leadership and dedication to scholarship, teaching excellence, and public service are essential.

Inquiries, nominations, and applications should be submitted as described in the final section of this document.

**THE IU ROBERT H. MCKINNEY SCHOOL OF LAW**

The IU Robert H. McKinney School of Law is one of two independent and distinct law schools within the Indiana University system and is located in downtown Indianapolis, the seventeenth largest city in the country and Indiana's capital. Within walking distance from the center of downtown Indianapolis, the law school is just steps away from the Indiana Supreme Court, the Indiana capitol building, and everything a major urban environment affords: government, business, science, medicine, sports, and the arts.

The IU Robert H. McKinney School of Law is the largest of three law schools in Indiana, enrolling over 850 students in its day and evening divisions. It is the only law school in Indiana to offer a part-time course of study.

2018-19 is a special year for our school, as we celebrate the 125th anniversary of our founding. We trace our roots to two private law schools that operated in Indianapolis from the late 1800s—the Indiana Law School, which opened in 1894, and the Benjamin Harrison Law School. The two schools merged in 1936 and became a part of Indiana University in 1944, which means we are also celebrating the 75th anniversary of our affiliation with IU.

We are proud to be the law school that historically has educated roughly half the lawyers and judges in the state of Indiana, and we look forward to educating future generations of legal professionals in the years ahead.

In December of 2011, the school was renamed the Indiana University Robert H. McKinney School of Law in honor of Indianapolis attorney, banker, and civic leader Robert H. McKinney, who attended the school during the 1950s. The renaming was the result of a \$24 million gift from Mr. McKinney, the largest philanthropic gift ever received by the school. Along with matching funds from the university, the total commitment to the school was \$31.5 million.

Approximately 50 percent of Indiana’s lawyers and judges are graduates of the school, as are many prominent persons within government and business. The school was recognized in 2015 by the *National Law Journal* as a “pipeline” to Congress because of the number of graduates serving in the U.S. Senate and House of Representatives. Two of the school’s alumni have served as Vice President of the United States.

Lawrence W. Inlow Hall has been recognized as one of the “Fifty Most Impressive Law School Buildings in the World,” by *Best Choice Schools*. The building was described as one of the “architectural giants, chosen for ingenuity, aesthetic beauty, and commitment to creating an environment that honors the history and study of law.”

With a full-time faculty of 45 members about 100 part-time faculty members, and 65 staff, the school grants Doctor of Jurisprudence, Master of Laws (five tracks), Doctor of Juridical Science, and Master of Jurisprudence Degree. The school also offers nine joint degree programs in cooperation with other Indiana University Schools:

- JD/MD: Doctor of Jurisprudence/Doctor of Medicine – IU School of Medicine
- JD/MBA: Doctor of Jurisprudence/Master of Business Administration – IU Kelley School of Business
- JD/MPA: Doctor of Jurisprudence/Master of Public Affairs – IU School of Public and Environmental Affairs
- JD/MHA: Doctor of Jurisprudence/Master of Health Administration – IU School of Public and Environmental Affairs
- JD/MPH: Doctor of Jurisprudence/Master of Public Health – IU School of Medicine
- JD/MLS: Doctor of Jurisprudence/Master of Library Science – IU School of Library and Information Science
- JD/MSW: Doctor of Jurisprudence/Master of Social Work – IU School of Social Work

- JD/MA: Doctor of Jurisprudence/Master of Arts in Philosophy – IU School of Liberal Arts
- JD/MA: Doctor of Jurisprudence/Master of Arts in Philosophy with a concentration in Health Law and Bioethics

A Charter Member of the AALS, the school provides a strong, traditional academic curriculum and has established several Centers and Programs of excellence:

- William S. and Christine S. Hall Center for Law and Health
- Center for Intellectual Property Law and Innovation
- Center for International and Comparative Law
- Joint Center for Asian Law Studies
- Environmental and Natural Resources Law Program
- Program in International Human Rights Law
- Program on Law and State Government

The school also offers eight graduate certificates, a full complement of skills training programs, a variety of in-house civil and criminal clinical courses, three well-regarded law reviews (the *Indiana Law Review*, the *Indiana Health Law Review*, and the *Indiana International and Comparative Law Review*), a summer program in Beijing hosted by China's top law school (Renmin University of China), as well as numerous externships. Additionally, the school enjoys many links with the state judiciary and with the state and local bar associations.

The school's Ruth Lilly Law Library provides faculty and students with access to all major legal research databases as well as hundreds of other interdisciplinary databases and more than 30,000 electronic books. The library's collection emphasizes the fundamentals of American law and also includes particularly strong print and digital collections in health law, human rights, and international law along with developing collections in intellectual property and environmental law. The library houses a collection of more than 600,000 print volumes and an extensive collection of microforms. It also holds a 20,000-volume collection of Commonwealth materials along with many U.S. government and United Nations publications. The United States collection includes a comprehensive online collection of federal legislative and Congressional Research Service documents.

Other facts and recognitions about IU Robert H. McKinney School of Law:

- The school fosters student commitment to public service through its Pro Bono Program and law clinics. Through the Pro Bono Program established in 1993, law students have contributed more than 250,000 hours of pro bono service to the Indianapolis community. The school's clinics have served more than 6,000 people in Indianapolis and across the state.
- The school's Program in International Human Rights Law has facilitated 200 law student intern placements in over 55 countries worldwide since the program began in 1997. The program has been granted Special Consultative Status with the United Nations.
- Five Justices from the Supreme Court of the United States have spoken at the law school since 2001, including Chief Justice John G. Roberts, Jr. in 2010 and Justice Ruth Bader Ginsburg in 2007.

- The magazine *Lawyers of Color* named IU McKinney to its issue titled “*The Black Law Student’s Guide to Law Schools*” 2019 edition. IU McKinney made the top five list for the Midwest region, among schools from Illinois, Ohio and Missouri.
- In *U.S. News and World Report*, the school’s Health Care Law program is ranked 11<sup>th</sup>, the legal writing program is consistently ranked 20<sup>th</sup>, and the part-time law program is ranked 30<sup>th</sup>.
- Programs at Indiana University Robert H. McKinney have been chosen repeatedly for the “Top” and “Best” lists in *PreLaw Magazine*, including IP Law, Criminal Law, Health Law, and Environmental Law.
- The school is on *National Jurist Magazine*’s Top 60 list of “Best Value Law Schools.”
- The school was identified among the “Greenest Law Schools” by *Pre-Law Magazine* in 2010.

### **Experiential Learning**

Real-world experience is built into the McKinney Law J.D. Program, including ABA required experiential learning options and other types of experienced-based opportunities. Students can apply their skills and knowledge in several law clinics, each with a different focus, representing real clients while under faculty supervision. In addition, students can participate in Moot Court, the Pro Bono Program, the legal writing program, law reviews, advanced field research, and simulation courses.

### ***Indiana Law Review***

The *Indiana Law Review* is a legal periodical edited and managed by students of the McKinney School of Law. As a member of the *Indiana Law Review*, students work on the four issues it publishes each year. The first three issues have a general focus and contain three to five student notes as well as two to four lead articles. The fourth issue is the final and longest issue of each year. The *Survey of Recent Developments in Indiana Law* contains 15 to 20 articles written by professors and Indiana practitioners summarizing the significant changes and developments in Indiana law during the prior year. The survey is widely acclaimed throughout Indiana. It is commonly used by students preparing for the Indiana Bar Examination and is often referred to by practitioners in their daily practice.

## **THE ROLE OF THE DEAN – CHALLENGES AND OPPORTUNITIES**

IU McKinney School of Law is seeking an inspiring leader to serve as its next dean who has the interest, energy, and capacity to lead the faculty and other law school stakeholders in developing an innovative strategic direction to build on the strengths of the law school and the university in meeting the opportunities and challenges confronting legal education today. The next dean would be expected to:

- Understand the dynamic context in which the law school operates, with particular attention to and awareness of the nuances of the IUPUI campus, the City of Indianapolis (including its sizeable McKinney alumni base), and the broader Indiana University relationship;

- Develop a strategic plan, including an enhanced vision, set of strategic priorities, goals, and metrics that aligns with the fiscal realities of a responsibility-centered-management model of budgeting;
- Use the vision, mission, and strategic priorities to help guide decisions and determine how to allocate resources;
- Continue to encourage more innovation and opportunities for collaboration with a wide-range of IUPUI and community stakeholders;
- Focus on specific plans to raise the ranking of the school, considering the size and scope of the school;
- Continue to focus on improving bar passage rates and reducing indebtedness for students;
- Promote the regional impact of the school;
- Be highly visible and showcase to stakeholders the opportunities for collaboration that McKinney affords other disciplines and the community;
- Explain the role lawyers play in advancing the overall economic development and quality of life of the region, including the broad intellectual capabilities of law students and graduates;
- Communicate to all stakeholders the McKinney School's diversity goals and metrics, and how these fit within the context of the campus strategic plan for diversity and inclusive teaching, mentoring, and support for faculty, staff, and students.

## **QUALIFICATIONS**

While no single individual may possess all of the desired qualifications, the successful candidate should possess many of the following characteristics:

- J.D., or other terminal degree in law, at least ten years of experience in the teaching and/or practice of law, and accomplishments meriting tenure at the rank of professor under the school's criteria;
- A substantial history of successful administrative leadership, management, and team-building in a complex academic environment or other career accomplishments suggesting the potential for such leadership;
- Intellectual leadership and dedication to scholarship;
- Dedication to teaching excellence;
- Commitment to public service and the mission of a public university;
- Proven success (or potential) in alumni relations and fundraising;
- Ability to build and manage organizations that are inclusive, respect diversity, and provide equitable opportunities for students, faculty, and staff;
- An appetite for innovation and entrepreneurship;
- Ability to both manage the budget of a complex organization, including familiarity with responsibility center management budgeting, and to make decisive choices on how best to maximize the organization's return on investments;
- Strong listening skills, intellectual curiosity, willingness to learn from others, and the ability to multi-task and delegate.

## **IUPUI**

IUPUI, the state's premier urban research institution, is a national leader in life sciences research, civic engagement, service learning, first-year experiences, and assessment of institutional effectiveness. IUPUI's nearly 30,000 students pursue Indiana University or Purdue University degrees across 17 distinct schools, ranging from Business and Liberal Arts to Engineering and Technology. Indianapolis, the state capital of Indiana, is the 17<sup>th</sup> largest city in the nation and is home to outstanding cultural institutions and several professional sports teams situated in a diverse regional economy. IUPUI believes in the power of transformation. The institution is committed to providing educational opportunities that transform the lives of the students, the community, and the changing world.

IUPUI traces its roots to 1891, when Indiana University offered classes in Indianapolis for the first time. In the decades that followed, both IU and Purdue proved themselves dedicated to independently providing higher education opportunities in Indianapolis, offering programs in liberal arts, medicine, sciences, and more. In 1969, Indiana University and Purdue University merged their many programs and schools to create IUPUI, a uniquely collaborative core campus of Indiana University.

### **Mission**

IUPUI's mission is to advance the state of Indiana and the intellectual growth of its citizens to the highest levels nationally and internationally through research and creative activity, teaching and learning, and civic engagement. By offering a distinctive range of bachelor's, master's, professional, and Ph.D. degrees, IUPUI promotes the educational, cultural, and economic development of central Indiana and beyond, through innovative collaborations, external partnerships, and a strong commitment to diversity.

### **Vision**

IUPUI's vision is to be a leading urban research institution recognized for the success of its students, its advances in health and life sciences, and its intellectual, economic, and cultural contributions to the well-being of the citizens of Indianapolis, the state of Indiana, and beyond.

IUPUI has nearly 30,000 students enrolled, including over 8,000 engaged in graduate and professional studies. Over 86% of students are Indiana residents, 58% are female, 42% male, with 28% of the students from underrepresented groups. Five percent of the students are international, hailing from 144 countries and territories across the globe. IUPUI enjoys multiple recognitions both nationally and internationally: the university is in the Top 200 National University list; seven-time winner of the Higher Education Excellence in Diversity Award from *Insight into Diversity*; and launched the first School of Philanthropy in the world, the Indiana University Lilly Family School of Philanthropy.

IUPUI is home to a faculty numbering greater than 2,800 in 17 degree-granting schools and two colleges. Over 95% of the full-time faculty have professional or doctoral degrees. Forty-three percent of the faculty are women and 26% of faculty are from underrepresented groups. Researchers in Indianapolis, including faculty in the School of Medicine, were awarded over \$500 million in external funding, and 1,975 research grants were awarded in 2018-19. IUPUI

faculty, staff and students are committed to community engagement. Students spend over one million hours each year engaging with community partners through their academic courses, and over 700 community organizations have engaged with the university through research, service learning, volunteer projects and experiential learning. Additionally, IUPUI hosts four major days of volunteer service and more than 20 other service events supporting the Indianapolis community.

### **Our Commitment to Diversity and Inclusion**

IUPUI promotes the educational, cultural, and economic development of central Indiana and beyond through innovative collaborations, external partnerships, and a strong commitment to diversity and inclusion. IUPUI has received the prestigious Higher Education Excellence in Diversity (HEED) Award from *Insight Into Diversity* for eight consecutive years. We seek greater diversity in our faculty and staff to broaden students' academic experience and to enrich our campus community. Candidates must be sensitive to the needs of and possess an interest in working in an academic community that is diverse with regard to gender, race, ethnicity, religion, nationality, sexual orientation or identity, disability status, and protected veteran status.

### **IUPUI LEADERSHIP**

Dr. Nasser H. Paydar began his appointment as Chancellor of IUPUI and Executive Vice President of Indiana University in August 2015. An IU faculty member for more than 30 years, he has held various administrative and executive leadership positions at the university. In his prior role as executive vice chancellor and chief academic officer of IUPUI, Paydar led the IUPUI campus in a comprehensive and inclusive strategic planning process. Engaging a group of more than 250 people, he launched 12 task forces and established 10 strategic goals for the campus. The process resulted in the development of IUPUI's current strategic plan, [Our Commitment to Indiana and Beyond](#).

Dr. Paydar first joined IUPUI in 1985 as an assistant professor of mechanical engineering in the School of Engineering and Technology. In 2004 he became vice chancellor and dean of Indiana University–Purdue University Columbus, a position he held for three years. Paydar was appointed chancellor of Indiana University East in 2007, serving in that role until he returned to IUPUI in 2012. Paydar earned bachelor's, master's, and doctoral degrees in mechanical engineering from Syracuse University in 1979, 1981, and 1985, respectively. His research in the area of solid mechanics, with applications in biomechanics and electronic packaging, has been published widely in scientific journals.

IUPUI's Executive Vice Chancellor and Chief Academic Officer, Dr. Kathy Johnson, was officially appointed to lead the Office of Academic Affairs in July, 2016. Working with deans, department chairs, faculty, and staff, she ensures that IUPUI supports student success by providing an excellent education; recruiting and retaining its outstanding and diverse faculty; and fulfilling its commitment to Indiana and beyond through teaching, research, creative activity, and community engagement. Professor Johnson joined IUPUI in 1993 as an assistant professor of psychology in the School of Science at IUPUI. From 2008 to 2011, she served as chair of the Department of Psychology. From 2011 to 2015, Dr. Johnson served as dean of University

College and associate vice chancellor for undergraduate education. She led the creation of IUPUI's Division of Undergraduate Education in 2014, which included the launch of a new Degree Completion Office, the Office of Student Data, Analysis, and Evaluation, the Center for Coordinated Undergraduate Initiatives, as well as University College.

Dr. Johnson is a graduate of Emory University with a Ph.D. in Psychology, specializing in Cognition and Development. She has extensive publications in scientific journals in areas related to expertise acquisition and concept development.

## **ABOUT INDIANAPOLIS**

With a metropolitan population of over two million, Indianapolis is one of America's most livable urban cities. Both *Forbes* and *Livability.com* rank Indianapolis as one of the best downtowns in the United States, citing attractions including more than 200 retail shops, more than 35 hotels, nearly 300 restaurants and food options, movie theaters, sports venues, museums, art galleries and parks. Further, Indianapolis was listed as #11 on *Forbes'* 2017 list of "The Cities with the Happiest Young Professionals," and USNWR ranked the city as #8 "Best Places to Live" in 2019.

Green spaces abound with over 135 parks in the metro area. The Indianapolis Cultural Trail--a world-class urban bike and pedestrian path connecting neighborhoods, cultural districts and entertainment amenities--serves as the downtown hub for the entire central Indiana greenway system.

Commonly referred to as the Amateur Sports Capital of the World, Indianapolis has hosted a number of national amateur sport events and serves as national headquarters for the NCAA, USA Track & Field, USA Diving, USA Gymnastics, and USA Synchronized Swimming. The city also is home to professional sports teams in the NFL, NBA, WNBA, USHL, and Triple A baseball. In 2012 Indianapolis hosted Super Bowl XLVI. Indianapolis is also known as The Racing Capital of the World, hosting two of the largest single-day sporting events in the world: the Indianapolis 500® and the Brickyard 400®.

## **APPLICATION PROCESS**

Interested applicants should send a cover letter and curriculum vitae or resume to: [www.imsearch.com/7185](http://www.imsearch.com/7185). Nominations and inquiries must also be submitted to the same web address with correspondences addressed to the search firm representatives noted below. Application reviews will begin immediately and continue until the completion of the search process. Applications and nominations submitted by November 1, 2019 will receive priority consideration.

Tim McFeeley, Partner  
Robin Dougherty, Senior Associate  
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1300 19<sup>th</sup> Street NW, Suite 700  
Washington, DC 20036

*Indiana University Robert H. McKinney School of Law, in compliance with Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, and Section 504 of the Rehabilitation Act of 1973, does not discriminate on the basis of race, creed, color, national origin, mental or physical handicap, age, gender, or sexual orientation in any of its policies, practices or procedures. This policy covers, but is not limited to, admissions, employment, financial aid, educational services, programs, and activities.*

*IUPUI is an equal opportunity and affirmative action employer, and a provider of American Disabilities Act services. All qualified applicants will receive consideration for employment without regard to age, ethnicity, color, race, religion, sex, sexual orientation or identity, marital status, national origin, disability status, or protected veteran status. Indiana University does not discriminate on the basis of sex in its educational programs and activities, including employment and admission, as required by Title IX.*



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