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# Seton Hall University School of Law Dean Search

Position Description – April 2023

## POSITION SPECIFICATION

<b>Position</b>	Dean, School of Law
<b>Organization</b>	Seton Hall University
<b>Location</b>	Newark, New Jersey
<b>Reporting Relationship</b>	Provost and Executive Vice President for Academic Affairs
<b>Website</b>	<a href="https://law.shu.edu">https://law.shu.edu</a>

## THE OPPORTUNITY

Seton Hall University invites nominations and applications for the position of Dean of the School of Law.

## BACKGROUND INFORMATION

### About Seton Hall University

Seton Hall University is a leading Catholic university and the oldest Catholic diocesan university in the United States. It has been developing students in mind, heart, and spirit since 1856. When Bishop James Roosevelt Bayley founded Seton Hall, he envisioned a home where leaders learn. Today, Seton Hall celebrates a diverse tapestry of ideas and perspectives that enrich the dialogue and academic discussion in the classroom.

Seton Hall attracts students from all around the United States and from more than 70 countries around the world. The institution is proud that its diversity stimulates innovative teaching and learning and prepares students to live and work in a global society. Seton Hall students are prepared to be leaders in their professional and community lives in a global society and are challenged by outstanding faculty, an evolving technologically advanced setting, and values-centered curricula.

Seton Hall's 58-acre main campus is located in the quaint town of South Orange, New Jersey, only 14 miles from Manhattan. The nationally ranked School of Law is located in nearby Newark and the new Interprofessional Health Sciences campus is situated in the towns of Clifton and Nutley, New Jersey. The Interprofessional Health Sciences campus houses Seton Hall's College of Nursing and School of Health and Medical Sciences, as well as the Hackensack Meridian School of Medicine. There are eight colleges and schools at Seton Hall in addition to the School of Law, including the College of Arts and Sciences, the College of Nursing, the Stillman School of Business, the College of Human Development, Culture, and Media, the Division of Continuing Education and Professional Studies, the School of Diplomacy and International Relations, the School of Health and Medical Sciences, and the School of Theology.

Seton Hall is an academically distinguished university with a national reputation for educating a diverse student body through the liberal arts and sciences and select professional programs that are infused with the Catholic intellectual tradition. Inspired by Saint Elizabeth Ann Seton's work educating people of all backgrounds, encompassing the full range of human experience, Seton Hall integrates liberal arts and sciences with professional programs at the undergraduate and graduate



levels. Seton Hall is committed to supporting and strengthening quality scholarship, as well as learning and academic advancement. A number of unique pathways exist for students to advance from the undergraduate level to the University's rigorous, nationally ranked graduate and professional programs, which strengthen Seton Hall's academic reputation. Seton Hall recognizes that its teacher-scholars form the heart of the institution. Seton Hall prides itself on being a university with outstanding student-faculty engagement that affords all students the academic opportunities, challenges, and intellectual freedom that characterize exceptional programs. Seton Hall offers cross-disciplinary learning to foster adaptable, capable, skilled, and compassionate graduates; graduate programs continue to develop students' professional skills through research, advanced studies and clinical training. By both practicing and promoting a Catholic understanding of social and economic justice, Seton Hall develops students into citizens who are committed to serving communities and who are armed with the skills and knowledge needed to meet the challenges and opportunities the 21<sup>st</sup> century offers. The University includes nine schools and colleges and a Division of Continuing Education and Professional Studies: the College of Arts and Sciences; College of Nursing; Stillman School of Business; the College of Education and Human Services and the College of Communication and the Arts (soon to combine in the College of Human Development, Culture and Media); the School of Diplomacy and International Relations; the School of Health and Medical Sciences; and the School of Theology, in addition to Seton Hall Law.

More information about Seton Hall's mission, academic vision, and values, as well as a downloadable copy of the strategic plan, can be found online at <https://www.shu.edu/strategic-plan/index.cfm>.

Home to over 10,000 undergraduate and graduate students and offering more than 90 rigorous majors, leading publications such as *The Princeton Review*, *U.S. News & World Report*, and *Bloomberg Businessweek*, among others, have singled out Seton Hall for its academic excellence. Seton Hall is home to numerous winners of prestigious academic awards and prizes, including dozens of Fulbright Scholars, as well as Rhodes, Udall, Pickering, and Truman scholars. Seton Hall faculty members get to know their students as individuals. A 14:1 student-faculty ratio ensures that professors can teach, mentor, and conduct academic research with undergraduates. Nestled in the suburban village of South Orange, N.J., Seton Hall's main campus provides the quaint charm of a small town and quick access to the excitement of New York City only 30 minutes away. The University offers more than 17,000 internship opportunities, with more than 80 percent of students participating in at least one resume-building work experience before graduation. Combining classroom instruction with real-world experience makes learning tangible.

At Seton Hall, students are trained to think and act at the intersection of theory and practice. Faithful to the tenets of Catholic social teaching and home to more than 40 members of the priest community, Seton Hall welcomes students of all faiths. More than 150 clubs and organizations make it easy for students to find their place. The legacy of Seton Hall is helping students achieve their collegiate dreams regardless of financial background. That's why the University provided \$158 million in financial aid and scholarships in 2021-22. Seton Hall also fields 14 varsity teams that participate in the NCAA Division I BIG EAST Conference and offers a variety of intramural and club sports on campus for non-varsity students. Additional information about Seton Hall's rankings, recognition, and recent successes can be found online at [www.shu.edu/rankings.cfm](http://www.shu.edu/rankings.cfm).

### **About Seton Hall School of Law**

The only private law school in New Jersey, Seton Hall University School of Law is located in Newark, New Jersey's largest city. Now in its second half century of operation, the Law School has achieved national distinction in the areas of health and pharmaceutical law, intellectual property



law, public interest and government service, and international and corporate practice. The School offers both day and weekend programs leading to the Juris Doctor (J.D.), Master of Laws (LL.M.) in Health Law, Master of Laws (LL.M.) in Intellectual Property Law, and Master of Legal Studies (M.L.S.) degrees.

The Law School is widely known and respected at home and abroad. Its award-winning Leadership Fellows Program provides course offerings on leadership, ethics, and decision-making and trains students for the challenges of leadership in their careers as lawyers. The Law School participates in the Dean Acheson Legal Stage Program at the Court of Justice of the European Communities in Luxembourg. Over the past several years, Seton Hall Law School students have competed successfully against their peers from Columbia, Fordham, Georgetown, Harvard, and New York University to secure prestigious positions with European Court justices. The Law School boasts a highly respected inter-scholastic moot court curriculum among its many programs designed to attract and train some of the best legal minds in the country. Its alumni are a major presence on the federal and state benches, at all levels of government, and in law firms large and small. Its post-graduation clerkship rate is higher than that of the majority of law schools in the country.

Seton Hall Law is home to three centers and two institutes that are specialized across the fields of health law, intellectual property law, social justice, public policy, and privacy.

The **Center for Health & Pharmaceutical Law** is an independent think tank advancing the search for solutions to ethical, legal, and social issues in the health and pharmaceutical arenas. Building upon the Law School's nationally ranked Health Law program, the Center also provides sophisticated training on the federal and state mandates applied to the safety and promotion of drugs and devices. For more information, visit <https://law.shu.edu/Health-Law/index.cfm>.

The **Gibbons Institute of Law, Science & Technology** focuses on intellectual property and legal issues surrounding scientific and technological advances, serving as a forum for the discussion of challenges arising from innovations in the life-sciences and information technologies. For more information, visit <https://law.shu.edu/ProgramsCenters/HealthTechIP/Gibbons-Institute.cfm>.

The **Center for Social Justice** offers a comprehensive clinical and pro bono program for law students. The Center includes eight clinics that address Civil Litigation, Impact Litigation, Housing Justice and Legal Design, Family Law, Equal Justice, Immigration and International Human Rights, Criminal Defense, and Health Justice. Student opportunities begin the first year of law school. For more information, visit <https://law.shu.edu/clinics/index.cfm>.

The **Center for Policy & Research** provides law students with a unique opportunity to develop their analytical skills by working on subjects of national importance, including national security, interrogation and intelligence gathering, and forensics. For more information, please visit <https://law.shu.edu/policy-research/index.cfm>.

The **Institute for Privacy Protection** serves as a forum for dialogue addressing ethical, cultural, social, and legal privacy issues. The Institute educates businesses and professionals in highly regulated industries about the privacy issues and legal rules affecting their operations, and individuals and organizations about consumers' exposure to privacy threats and ways to protect their personal information. For more information, please visit <https://law.shu.edu/privacy-protection/about.cfm>.





The Law School faculty is made up of nationally respected scholars, acclaimed teachers, and sought-after experts in fields that include constitutional law, property law, corporate governance and finance, health law, intellectual property law, international law, labor and employment law, and public interest law. The faculty prides itself not merely on its scholarship, but also on its dedication to teaching. More information about the faculty, including profiles, can be found online at <https://law.shu.edu/faculty/full-time/index.cfm>.



### **History of Seton Hall Law School**

Bishop James Roosevelt Bayley founded Seton Hall University in 1856. He named the University after his aunt, Mother Elizabeth Ann Seton, the first American-born saint. As early as 1937, a law school had been planned as part of Seton Hall University. The demands of both the war years and the post-war influx of returning GIs delayed establishment of the law school until 1950. At that time, the New Jersey Supreme Court adopted rules requiring candidates for bar admission to hold law degrees from law schools accredited by the American Bar Association. As a result, John Marshall Law School in Jersey City, New Jersey was forced to close. In June 1950, the administration of John Marshall gave its library and many of its assets to Seton Hall. In return, Seton Hall agreed to maintain and administer the records of John Marshall's graduates.

The following month, Miriam T. Rooney, then professor and chief librarian of Catholic University Law School, was engaged to develop plans for Seton Hall's emerging law school and became the first woman to assume the position of Dean of an ABA approved law school. On February 5, 1951, Seton Hall University School of Law opened on the old John Marshall site, 40 Journal Square, Jersey City, with an entering class of 72 students and 16 full-time and 56 part-time faculty members. Under Dean Rooney's ground-breaking stewardship, the first decade of the law school's existence was one of substantial growth. In September 1951, the law school moved from Jersey City to Newark, and in 1954, graduated its first class. The following year, full ABA accreditation was granted, and in 1959, the law school became a member of the Association of American Law Schools.

Seton Hall Law School's longstanding and deepest commitment is its determination to provide the opportunity for a legal education to students who might otherwise be excluded. Its first entering class included part-time evening students, making legal education available to those whose family obligations required them to work full time. Since 1977, the school's Legal Education Opportunity



(LEO) program has provided a pathway to law school for students from historically underrepresented communities who have overcome hardships and show great promise as future lawyers. To understand this commitment is to understand Seton Hall Law School.

In July 1988 when Dean Ronald J. Riccio took the helm, he assumed the task of arranging for financing and construction of the magnificent \$37 million facility which is home to the Law School today. Located in the heart of Newark and just a short walk from Penn Station, the facility's heralded design features magnificent floor to ceiling windows and expansive light-filled space that facilitates connection and community.

Like any institution, the Law School has faced challenges. How it has responded to three of those challenges reveals its character. First, in deciding where to build a new facility, the school faced considerable pressure—or at least considerable temptation—to move to the suburbs. That was where law firms and other businesses were moving at the time. But when other organizations and businesses were leaving Newark, the Law School proudly remained, playing a vital role in the Newark renaissance. Second, when the financial crisis of 2008 led to a long recession and a steep decline in law school applications across the country, the Law School faced a budget crisis. Admission standards could have been lowered to keep the dollars flowing. Faculty could have been laid off to save money. Seton Hall did neither. Instead, the faculty voluntarily took major salary reductions to preserve the quality and long-term viability of the school. Third, when the demand for evening programs declined and the supply of evening programs increased, the Law School could have abandoned its part-time program. Instead, a weekend program was created and the school maintained its commitment to making a legal education available to those who need to work full time.

### **Newark, New Jersey**

The Garden State's largest metropolis is located just eight short miles from Manhattan. Whether by air, water, roadway, railway, or subway, Newark offers every manner of transportation imaginable, providing easy access to the Northeast region. One of the country's largest and most glamorous performing arts venues, the New Jersey Performing Arts Center offers world-class programming. The Newark Museum is home to paintings by the Masters, and features renowned American and Tibetan collections and sculpture gardens, housed in the Ballantine Victorian mansion. It even has a planetarium. The NHL New Jersey Devils and the NCAA Division 1 Seton Hall Men's Basketball team reside at the Prudential Center—"the Rock"—which also hosts concerts by some of the most famous performers in the world. If soccer is more one's sport, join the stampede across the Passaic River to the Red Bull Arena for a Major League Soccer showdown. One can even have a try at glassblowing at the GlassRoots Studio. The Ironbound is the Newark district renowned for its Portuguese, Spanish, and Brazilian delicacies. And each spring, magic blooms as the largest collection of cherry blossoms in the nation greet Spring at Branch Brook Park, neighbor to the Cathedral Basilica of the Sacred Heart, the continent's fifth largest cathedral and a gem of French Gothic revival architecture. For more information, visit the Greater Newark Convention & Visitors Bureau at <https://visitnj.org/city/newark>.



### **KEY RESPONSIBILITIES**

The Dean of Seton Hall Law School, alongside the Deans of the university's other eight schools, reports to the University Provost. The Dean provides academic, intellectual, and administrative leadership for the Law School and works with key stakeholders to champion the Law School's mission to educate the professional student in a collaborative, supportive environment. The Dean supports and promotes the efforts of an accomplished faculty, advances faculty scholarship, and promotes service-based initiatives. Bringing organizational and change management leadership experience, the successful candidate must demonstrate strong interpersonal skills, build bridges to the greater university, legal, and professional communities; partner with donors and philanthropic entities to effectively fundraise, and advance the career aspirations of all students. The next Dean must possess a commitment to and track record of outcomes fostering a more diverse, equitable, and inclusive environment.

Additional responsibilities of the Dean include:

- Leading, recruiting, and retaining a world-class faculty
- Being accessible to students and supporting all students in their aspirations
- Nurturing an environment where people look forward to learning, working, and serving, and where they feel valued and supported in their efforts
- Collaboratively developing a strategic vision for the School's future by planning and implementing the initiatives necessary to realize a bold vision
- Advancing the School's commitment to Seton Hall's priorities and strategic goals
- Obtaining and managing financial and human resources to support key initiatives
- Building strong relationships with advisors, alumni, and other donors, and leading the School's fundraising efforts
- Partnering with students, faculty, administration, staff, alumni, advisors, and community members
- Collaborating with fellow Deans on interdisciplinary programs, joint faculty appointments, and new academic initiatives
- Working with the Seton Hall Law School Board of Visitors by keeping the members apprised of strategically important matters, soliciting and implementing the Board's advice



## **PROFESSIONAL EXPERIENCE / PERSONAL QUALIFICATIONS**

The Law School emphasizes the importance of having a Dean who:

- Leads with a purpose-driven sense of the Law School's mission to educate professionals who are prepared for the challenges and rigors of the practice of law
- Understands the importance of social justice to the law school's mission as a framework for purpose-driven professional responsibility, and how that mission is supported by the Catholic faith tradition and social teachings
- Empathetically nurtures the sense of community and family among employees, students and alumni so that all persons feel seen, appreciated, and valued
- Is vested with emotional intelligence, astute intellectual abilities and financial skills, with financial literacy and the skill set to understand budgets
- Has a base of connectedness and connections to use on behalf of Seton Hall students
- Is intent on facilitating the career paths and aspirations of all students
- Is committed to actualization of Seton Hall students' aspirations so that they are given great value for their investment
- Appreciates the importance of faculty scholarship and service and sees that it is essential to good teaching and to the Law School's core mission of training rising lawyers who are principled, integrity-led, service driven and responsive to the needs of a changing society
- Has a vision for using technology to enhance organizational effectiveness
- Is culturally competent and is committed to diversity and inclusion
- Has a vision for what a model of inclusive and inspired leadership can be
- Understands Seton Hall's commitment to the city of Newark
- Is able to balance the need to engage with internal and external stakeholders to trumpet the Law School's story and advance its mission, fully understanding it and who can eloquently articulate it
- Is a leader committed to transparency and accountability
- Is able to lead the Law School's vision as a collaborative part of the larger University in meeting the strategic goals of the University

## **EDUCATION AND FACULTY RANK REQUIREMENTS**

The Dean should have an earned J.D. or equivalent and possess a record of recognized professional, scholarly, teaching, and service achievements that would warrant appointment as a Full Professor at Seton Hall University.

## **COMPENSATION**

Seton Hall University offers an attractive compensation and benefits package, commensurate with the successful candidate's background and experience.





## NOMINATIONS AND APPLICATIONS

Seton Hall University has retained the services of the executive search firm Korn Ferry. Applicants should submit the following two documents (in two separate PDFs):

1. An up-to-date and detailed curriculum vitae.
2. A brief (2-4 pages) letter of interest describing why you are interested in the role of Dean of the Law School at Seton Hall University, why you would be successful based on your professional experience, and why now is a good time for you to consider this opportunity.

For priority consideration, please submit all application materials by **Monday, July 1, 2023**. It is anticipated that the Dean will take up the position by January 1, 2024, however, the exact start date is negotiable to fit the individual circumstances of the successful candidate. The two PDF documents should be sent directly to **Dr. Josh Ward at [Josh.Ward@KornFerry.com](mailto:Josh.Ward@KornFerry.com)**.

## KORN FERRY CONTACTS

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*Seton Hall University is committed to programs of Equal Employment Opportunity (EEO) and the principles of affirmative action. It honors diversity and respects the religious commitments of all employees. In turn, its employees respect Catholic beliefs and values, and they support its mission as a Catholic institution of higher education. Seton Hall requires its employees to be fully vaccinated against COVID-19, subject to exemptions for religious beliefs or health conditions. Therefore, employees are required to provide proof of their COVID-19 vaccinations or declare an exemption due to medical or religious reasons. Employment is contingent upon satisfactory criminal and other relevant background investigations. The determination of satisfactory is at the sole discretion of Seton Hall University. If special accommodations are needed in order to apply for a position, please contact the Department of Human Resources at (973) 761-9177.*