Dean Profile: College of Law

Executive Summary

The University of Idaho (U of I) seeks an innovative, collaborative, and visionary leader with a record of significant impact to serve as the next dean of the College of Law (COL). The new dean will effectively promote and foster academic excellence, grow enrollment, enhance research and scholarship, guide and implement strategic planning, engage with key constituencies and stakeholders, expand sources of revenue and philanthropy, and work collaboratively with the University and other colleges on interdisciplinary and innovative collaboration.

As the only law school in Idaho, the COL is committed to providing (1) a program of legal education with a
commitment to excellence and increased access for underserved populations, (2) engagement in education for the public, practicing bar, government, and the judiciary, and a dedication to providing high impact service to the public, and (3) scholarly innovation with high impact. For more than 110 years, the COL has built on a foundation of excellence dedicated to public service, education of leaders for Idaho and the Inland Northwest, and the development of a legal community dedicated to access to legal service and professionalism.

With two campuses—Moscow and Boise—the COL is uniquely positioned to play a key role contributing to legal education and the legal profession in a manner consistent with U of I’s distinctive mission to shape the future through innovative thinking, community engagement, and transformative education. The COL’s foundation in Moscow provides the community of a college town with the richness of access to interdisciplinary education in collaboration with two major land grant universities; the University of Idaho and Washington State University; and the expansion to Boise provides the excitement of the study of law in a growing population center in the “New West” with access to Idaho’s government, judiciary, and practicing Bar. Guided by the COL’s commitment to striving for excellence through diversity and inclusion, the community embraces legal professionalism to provide a respectful learning environment and believe that increasing its diversity is pivotal to the COL to benefit from the talent and energy of everyone.

Reporting to the Provost, the new dean will play a key role in shaping the future of the COL. With a clear and compelling vision and a commitment to lead with kindness, respect, wisdom, courage, collaborative spirit, trust, and the highest ethical standards, the new dean will continue to position the COL at the forefront of legal education, empowering its graduates to become leaders and agents of positive change in the profession and in society. In addition to having extensive management experience, the new dean will bring a strong record of fundraising experience, deep appreciation for shared governance and academic scholarship and excellence, and strategic vision to leverage the COL’s dual campuses to propel it to new heights of academic excellence and prominence.

Founded in 1889, University of Idaho is Idaho’s land-grant university providing high quality and accessible education while playing an important role in the state’s economic prosperity by forging partnerships to improve the lives of Idahoans.
Leadership Opportunities and Expectations for the New Dean

Develop a Vision and Strategic Plan for College of Law

The new dean will have the opportunity to recruit, retain, and lead a diverse COL community; to promote a culture of inclusivity, collegiality, respect, transparency, and collaboration; and to elevate COL’s visibility and reputation in Idaho, regionally, and nationally. In creating a vision and strategic plan to lead the COL forward, the new dean will have the opportunity to deepen the COL’s commitment to public education, expand access to legal education, enrich curricular offerings with experiential learning opportunities, and further leverage the COL’s unique standing as the only law school in Idaho which offers students ready access to internships, field placements, and job opportunities at law firms, government agencies, and in the state and federal courts.

Strengthen the Collaboration and Cohesiveness Across Campuses

Recognizing the importance of cohesiveness between the two COL campuses and with U of I, the new dean will have the opportunity to lead as a visionary and innovative collaborator with exceptional interpersonal skills. There will be opportunities for the new dean to build relationships and strengthen collaboration with the President, Provost, and the deans of other colleges.

Build a Stronger College of Law Community

Embracing the opportunities created by the Moscow and Boise campuses for the COL, the new dean will continue to build and engender a sense of connectivity and foster the collegial team culture for faculty and staff and for the whole COL community. The new dean will offer strategies to recruit, onboard, and retain new faculty, staff, and students and link community members in person and virtually in Moscow, Boise, and beyond. The dean will bring exemplary management experience to assess the administrative, curricular, student services, and resource needs of each campus and the COL as a whole, as well as the potential growth in enrollment, faculty, and programmatic offerings to identify opportunities for realignment of leadership and administrative teams at both campuses and to ensure resource allocation is equitable, effective, and sustainable. The new dean will champion and manage change with well thought-out plans and consultation (where applicable), courage, transparency, and commitment to clear communications, trust, and respect.
Embrace Innovation in Student-Focused Legal Education

The new dean will inspire, challenge, and propel the COL community forward through the changing landscape of legal education, attentive to emerging trends in legal and related practices. The new dean will foster an academic environment in which the law school adapts its programming to provide innovative and experiential education that responds to societal needs, new market climates, and innovations in law while serving the needs of Idaho, such as rural initiatives and Native American Law. The new dean will have the opportunity to explore the possibility of the COL expanding its academic offerings to include non-JD programs. The new dean will further enhance student learning experience and success by improving how programs are developed and delivered virtually across the two campuses to ensure students can have optimal learning opportunities irrespective of in-person or virtual mode of learning. The new dean will be strategic and innovative in balancing the programmatic offerings and related administrative and support services offered at Moscow and Boise so that both campuses remain attractive and desirable destinations for students.

Grow Engagement with Alumni and External Constituents

With a diverse alumni base offering innovative ideas, connections with prospective employers, and corporate, industry and public service partners, the new dean will have the opportunity to collaborate and strengthen engagement with alumni in Idaho, the region, and nationwide. Since many of the alumni are in key positions in law firms, legislatures, courts, and governmental agencies as well as serving as adjunct faculty at COL, the dean will have the opportunity to build relationships with external constituents and elevate the important role that the COL plays in the state. As U of I works towards successfully completing a $500 million campaign in 2025, with the COL on track to meet its goals, the new dean is well positioned to leverage the success and continue to expand the development effort. Philanthropy is critical for the support of scholarships, programs, clinics, operational needs, and building a larger endowment for the COL at a time when growth in funding from the state and revenue from tuition and fees will remain limited.

Elevate College of Law’s Reputation and Visibility

The new dean will have the opportunity to enhance and expand the COL’s reputation and visibility within Idaho, regionally, and across the country. The dean will embrace the role of advocate for the COL to spotlight its reputation as a distinctive law school that prepares students for successful legal careers while emphasizing practical skills and a commitment to making a positive impact on society. The new dean will have the opportunity to continue to lead the COL in improvement in bar passage and post-graduate employment.
POSITION SUMMARY

Overview of Position

The dean has responsibility to oversee and implement policies and priorities of the college and university. The Dean for the College of Law leads the college faculty in the development of policies and priorities governing the academic programs of the college. The dean facilitates the appropriate inclusion of faculty, staff, students, and stakeholders in the college decision-making processes. The academic programs of the college are directly affected by program planning, definitions of goals and priorities, instructional methods and standards, student advising, mutually beneficial partnerships with stakeholders, research policies, allocation of resources, fund-raising, and the development of professional standards related to the branches of learning for which the college is responsible. The academic programs of the college include graduate/professional instruction and research activity. It is expected that the dean satisfactorily employs strategies to implement objectives and achieve the four goals of the University's Strategic Plan while carrying out the mission of the college.

It is preferred that the new dean be based in Moscow on the University of Idaho’s main campus, in the nexus of the President, Provost, Cabinet, and the other academic deans, and travel to and from the Boise campus. However, the U of I is open to consideration of the new dean being based in Boise, with travel to and from the Moscow campus, for the right candidate who can articulate how they would lead the law school from Boise while being a visible, accessible, and integral part of the Moscow campus’ academic leadership team.

Qualifications

Required Qualifications

- An earned terminal degree from an accredited law university.
- Accomplishments and experience to merit an appointment with tenure and rank of full professor at COL, or truly exemplary accomplishments in the legal field otherwise commensurate with the dean's role and responsibilities.
- Leadership experience including: personnel management, resource management (finances, facilities, equipment, etc.), and quality programming / delivery.
- Evidence of original initiatives focused on improving excellence in teaching, research, outreach, mentoring, and/or student success.
- Experience with strategic planning and visioning to successfully address change, managing program/professional-level accreditation and program assessment, increasing student enrollment, and attracting and retaining a diverse student and employee population.
- Experience developing and advancing philanthropic opportunities, economic development, extramurally funded research, or other fundraising efforts.

Preferred Qualifications

- Interpersonal and communication skills to develop, maintain, and work successfully with faculty, staff, department administrators, peer colleagues, students, alumni, and other stakeholders.
- Ability to create and nurture a safe, welcoming, and dynamic learning environment of belonging for all students, staff, and faculty.
ABOUT THE COLLEGE

Established in 1909, the University of Idaho College of Law is among the best small state public law schools in the U.S. We emphasize quality over quantity, have an average enrollment of 300 students and guarantee the personal attention each student deserves. Recognized as a Best Value law school by “preLaw Magazine,” University of Idaho's in-state tuition is well below average, with in-state residency a straightforward process that is easy to achieve. COL is also considered to be the most affordable law school in the region. As one of 16 members of the Western Interstate Commission for Higher Education (WICHE), U of I participates in the Western Regional Graduate Program (WRGP). Students who are residents of the WICHE-region can enroll in COL and pay resident tuition rates.

Experiential learning opportunities complement the classroom experience, and we provide practical opportunities for students to refine their lawyering skills while helping those most in need. We have a robust Semester in Practice program and several in-house legal clinics in which third year law students take cases, conduct research, and draft documents under the supervision of practicing attorneys, judges, or policymakers. Students and employers report that University of Idaho College of Law graduates leave law school well equipped to practice law.

The University of Idaho has a statewide mission to deliver affordable public legal education. As part of that mission, the College of Law has developed a focused, high-quality curriculum, including opportunities for professional development, hands-on legal clinics, and networking in Moscow and Boise. Students have the option to complete all three years in either Moscow or Boise. This option broadens and deepens the Juris Doctor curriculum with emphasis areas that correlate with Moscow’s academic campus and Boise’s entrepreneurial and governmental opportunities. Each of these communities presents a distinct array of venues for learning, professional development, and recreation.

To learn more about the College of Law, visit https://www.uidaho.edu/law
THE UNIVERSITY OF IDAHO

University of Idaho leads education, research, and outreach as the state’s land-grant institution. Its nearly 12,000 students come from all 50 states and around the world, with a solid base of Idaho students that continues to grow, despite national trends.

Fall 2023 statistics:
- 11,849 total enrollment
- 65.4% of these students are from Idaho
- 52% are first-generation
- 1,869 are first time freshmen

U of I is a residential university with its main campus in Moscow, Idaho. It serves students statewide with centers in Boise, Coeur d’Alene, and Idaho Falls, as well Extension centers in 22 of the 24 counties and an outdoor field campus in McCall. Recognized as a Carnegie Foundation “higher research activity” university, U of I’s research trajectory, including expenditures of $115.5 million in 2022, is toward R1 status by 2025. For the fourth year in a row, in 2023, University of Idaho was ranked as the Best Value Public University in the West by U.S. News and World Report, and second in the nation behind the University of North Carolina.

As a noted national leader in student-centered learning and interdisciplinary research that promotes public service, the university combines the strength of a large university with the intimacy of small learning communities and a focus on helping students succeed and become leaders. More than 2,500 faculty and staff support and guide over 100 Bachelor’s, 63 Master’s, and 32 doctoral degree options in the colleges of:
- Agricultural and Life Sciences
- Art and Architecture
- Business and Economics
- Education, Health and Human Sciences
- Engineering
- Law
- Letters, Arts, and Social Sciences
- Natural Resources
- Science
As well as the state’s only medical school, training doctors through collaboration with the University of Washington -- a top ranked family practice program. The College of Law is the state’s only law school, training lawyers who contribute to the legal profession in Idaho and beyond.

Through an institution-wide commitment to diversity, multiculturalism, and community, U of I actively engages in recruiting and supporting a diverse workforce and student body.

The residential campus located in Moscow is a place of transformation and lasting traditions. With more than 200 student groups, an active Greek system and a vibrant culture, the university is home to the renowned Lionel Hampton Jazz Festival, for which U of I became the first public university to receive the National Medal of Arts, the nation’s highest arts honor. Vandal athletic teams compete in 14 men’s and women’s NCAA Division I sports, competing in the Big Sky Conference.

U of I Moscow is located on the homelands of the Nimipuu (Nez Perce), Palus (Palouse) and Schitsu’umsh (Coeur d’Alene) tribes. U of I extends gratitude to the indigenous people that call this place home, since time immemorial. U of I recognizes that it is our academic responsibility to build relationships with the indigenous people to ensure integrity of tribal voices.

For additional information about the University of Idaho, please view the website links below:

Homepage
Leadership
Strategic Plan 2016-2025
ABOUT MOSCOW, IDAHO

Just minutes away from the forests, rivers, lakes, and mountains of northern Idaho, Moscow is home to approximately 25,000 residents, and the urban amenities of the Coeur d’Alene-Spokane metropolitan area are within an 80-mile drive. The city is known for its rich culture and focus on education. It boasts a nationally ranked farmers market and year-round outdoor recreational opportunities. Moscow also features music festivals, movie theaters, art galleries and exhibitions, locally sourced restaurants, boutiques, bookstores, coffee shops, local breweries, a large organic and natural foods co-op, and much more.

Moscow is making its place as a festival town -- from Moscowberfest to Vandal Block Party, people gather downtown. The nationally-ranked Farmer’s Market runs from May through September and is one of the nation’s longest running and thriving outdoor markets. Moscow offers residents big city attributes with the small-town affordability, friendliness, and support.
ABOUT BOISE, IDAHO

Boise is the hub of Idaho’s economic and governmental activity, while maintaining a small-town feel with a population of approximately 230,000 people. It is located in the Treasure Valley of Southern Idaho. Known for the “treasure chest” of resources and opportunities that the region offers, Boise is also nationally recognized for its quality of life and business climate. It offers art galleries, museums, opera, a Shakespeare Festival, and a music festival for year-round entertainment. The city also has a rich and dynamic downtown area with theater, ballet, a zoo, parks, and first-rate dining and shopping. In addition, Boise has an amazing downtown marketplace filled with passionate people and smart ideas.

Boise folks are noted for being friendly, happy, and environmentally conscious. There is always something to do in the city with its diverse array of festivals, community events, and sporting events. The food scene should be noted too, as Boise boasts some of the best restaurants, wineries, breweries, and other eateries in the Pacific Northwest. Finally, the Boise area also has plenty to offer the outdoor enthusiast with its surrounding lakes and rivers and nearby Rocky Mountains. Boise is an ideal destination for boating, fishing, skiing, backpacking, camping, and more. In addition, the greenbelt along the Boise River and through downtown is popular with cyclists and joggers. The combination of affordability, opportunity, safety, and community makes Boise a fantastic place to live.
APPLICATION INFORMATION

Applications, Nominations and Expressions of Interest

AGB Search is pleased to assist University of Idaho – College of Law with this leadership search.

Start Date

The appointment for the new dean is expected to start in June/July 2024.

Compensation

The expected annual (12-month) salary range for this position is commensurate with qualifications and experience.

Applications

To apply for the dean position, candidates are requested to submit the following:

(i) a full CV or resume;

(ii) a letter that expresses your interest in this position and addresses how you meet the qualifications and attributes as outlined in the profile; and

(iii) contact information for five references (to be contacted with candidate’s permission at a later date).

Application materials should be sent to the AGB Search application portal by February 16, 2024, for best consideration.

The search will remain open until an appointment is made. Semifinalists for the position will be invited for a confidential interview by Zoom during the week of February 26, 2024. Finalists will be invited for on-campus interviews in Moscow and Boise during the weeks of March 18 and March 25, 2024.

Nominations and Expressions of Interest

Nominations and expressions of interest in the dean position are encouraged. Please direct them to IdahoLawDean@agbsearch.com or the AGB Search consultants listed below:

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