



Invitation to Apply

**Dean
Claude W. Pettit College of Law
Ohio Northern University**

Ada, Ohio

Ohio Northern University (“ONU”) seeks an exceptional individual to serve as the next dean (the “Dean”) of the Claude W. Pettit College of Law (“ONU Law”). Founded in 1885, ONU Law provides a distinctive law school experience. The favorable student to faculty ratio allows for each student to build relationships with members of the faculty. ONU Law has consistently strong bar passage and employment statistics and a curriculum that melds theory with practice. Reporting to the Provost and Vice President for Academic Affairs at ONU, the Dean serves as the principal academic and administrative officer for ONU Law.

ONU Law is known for the faculty’s commitment to building strong relationships with students and for preparing graduates to practice law. The school has produced many generations of graduates throughout the country, and it has had a deep and lasting impact on the practice of law in Ohio. Attorneys, judges and many elected officials at the local, state and national levels are ONU Law graduates, forming a strong network of more than 5,200 alumni practicing in all 50 states and abroad, creating a rich resource for the school and its students. A key strength of the school is the caliber of its faculty, and the quality of its academic culture. Many faculty are top experts in their specialty, with training and experience from leading academic institutions. They come to ONU Law because of the strength of this community, the rich teaching environment, and the promise of a splendid setting in which to raise a family.

ONU Law seeks an experienced leader with a demonstrated, deep understanding of legal education and the pedagogical and economic challenges presently facing law schools. The exemplary candidate will be an excellent scholar with academic credentials appropriate for a tenured appointment at the rank of professor, an accomplished administrator inspired by pioneering and interdisciplinary education, and a colleague committed to joining and supporting a diverse and inclusive law school community. Promising candidates should have the aptitude and willingness to spearhead significant efforts in strengthening ONU Law’s enrollment. The next dean of ONU Law will have the opportunity to creatively shape and lead ONU Law’s agenda for the future.

The Provost and Vice-President of Academic Affairs at ONU, Dr. Maria L. Cronley, has appointed and charged a ten-member search committee composed of faculty and administrators, and chaired by her, to review application materials and vet the candidates. ONU has retained Isaacson, Miller, a national executive search consulting firm, to assist in the search. All applications, inquiries, and nominations, which will remain confidential, should be directed to the search firm as indicated at the end of this document.

Ohio Northern University

Founded in 1871, Ohio Northern University (ONU) is an independent, selective and comprehensive university. ONU consistently reflects founder Henry Solomon Lehr's vision of "providing a community of learning, rich with opportunities for intellectual and personal development." The University has been affiliated with the United Methodist Church since 1899, instilling core values while offering religious freedom on campus. Today Ohio Northern has an enrollment of approximately 3,000 students from 38 states and 23 countries and offers more than 70 programs of study. Capitalizing on its historic reputation for quality, ONU is poised to move to a position of significantly greater regional and national prominence.

The University's mission today is to "provide a high-quality learning environment that prepares students for success in their careers, service to their communities, the nation, and the world, and a lifetime of personal growth inspired by the higher values of truth, beauty, and goodness." This mission is achieved via a distinctive academic program with mutually supporting liberal and professional education components that integrate practice with theory, complemented by excellent co-curricular education.

Numerous college rankings and ratings consistently give ONU high marks. The University is ranked fourth in the Midwest among regional colleges in the 2018 Best Colleges ranking and is fourth among Midwest regional Colleges in the "Great Schools, Great Prices" category. Washington Monthly ranks the University sixth on its "Top 150 Baccalaureate Colleges" list. In addition, ONU is included in the College Choice "Best Colleges in Ohio" rankings. The Princeton Review includes ONU among its "Best 382 Colleges" and names it a "Best Regional College." The University is also listed in "Creative Colleges."

The recognition noted above is due in large part to the quality of ONU's academic programs and faculty. Ohio Northern University is organized into five colleges: The Pettit College of Law, The Getty College of Arts & Sciences, The Smull College of Engineering, The Dicke College of Business Administration, and The Raabe College of Pharmacy. Unlike many smaller private institutions, ONU has had professional colleges since its founding.

Ohio Northern University is situated in rural northwest Ohio in the historic village of Ada (population 5,582). Columbus, Dayton, and Toledo are within easy reach. The beautiful 342-acre campus is made up of 60-plus modern residences and academic buildings, including the Freed Center for the Performing Arts that showcases several performing arts events each year. Guests of the University, as well as the public, enjoy the luxury and comfort of The Inn at Ohio Northern. More than \$100 million in capital projects over the past decade have helped maintain the beauty and functionality of the campus. In addition, the University recently broke ground on

a \$30 million building for the College of Engineering, which will host classes starting in the fall of 2019.

The University enjoys an excellent relationship with the local community and with the broad base of ONU alumni. This is evidenced, in part, by strong fundraising, and alumni and community participation in the life and support of the institution.

For in-depth, comprehensive information about ONU, please consult the website at <http://www.onu.edu/>.

Claude W. Pettit College of Law

ONU Law has a legacy of excellence with over 130 years of preparing students for legal practice. Fully accredited by the American Bar Association since 1948, ONU Law boasts an outstanding cadre of law faculty focused on student success. With a student to faculty ratio of 6:1 and a total study body of 160 students (57% from Ohio) representing 112 undergraduate colleges, ONU Law fosters a community of learners in a supportive environment where each student's success is a collective goal. ONU Law has made significant efforts to consistently enroll a diverse class and this year the college enrolled 21% minority students.

ONU Law's mission is to educate and transform students into competent, ethical, professional legal practitioners able to apply their skills and talents in traditional and emerging environments. The school works diligently to maintain an educational program that prepares students for admission to the bar and effective and responsible participation in the legal profession. ONU Law's objectives are to provide students with a foundation in legal reasoning, analysis, and writing; to give them a thorough understanding of the structures and policies of the law; to help them acquire a broad and general understanding of how the law and legal institutions evolve and operate; and to make them aware of the limits of the law and how lawyers can contribute beyond the boundaries of traditional legal practice.

ONU Law's educational program is designed not only to address current and anticipated legal problems, but also to provide students with opportunities to regularly interact with faculty, to enhance and expand their exposure to professional skills, and to examine topics of personal interest within a critical, yet collegial environment. The program offers a traditional, comprehensive curriculum aimed at producing ethical, competent, and responsible professionals.

ONU Law provides its students with ample programming for student success. The Summer Starter Program is a valuable opportunity for students whose outstanding undergraduate performance indicates probable academic success in law school despite a lower LSAT score. Potential students vie for one of the 20 seats in the program through a required on campus interview process. Summer Starter students embark on an intensive 8-week program consisting of two first-year courses, individual weekly meetings with an academic support advisor, and weekly group teaching assistant sessions. Summer Starter students are automatically enrolled into the fall entering class upon completion of the program, and many of these students end up in the top of the class at the conclusion of the first year.

The Academic Support program contributes to the success of all of law school graduates. ONU Law was first in bar passage for the February 2017 Ohio bar exam and tied for second with Ohio State for first time takers of the July 2017. 78% of the class of 2016 was employed or enrolled in graduate school 9 months after graduation. Classes such as Legal Methods and Transition to Practice, the Succeed Program and ONU Bar Review, and a targeted academic advising system help students to build a solid foundation of knowledge. Seven hours of required skills courses help to develop the student beyond the doctrinal curriculum. Certificate tracks in Bankruptcy and Commercial Law, Civil Litigation, Corporate Law, Criminal Law, International Law, Public Law and Policy, Real Property Law, Small Firm General Practice, and Taxation tailor coursework to students' future career interests.

ONU Law provides strong support for its experiential learning programs, including the year-round civil litigation and corporate transactional clinics housed in nearby Lima, Ohio, and a robust externship program placing students with judges, prosecutor and public defender's offices, and nonprofits across the U.S. ONU Law students are guaranteed placement in the 12 clinic and externship programs and almost 80% of students participate in the experiential learning programs.

There are many value-added opportunities for ONU Law students, including the JD/MSA Program in Tax Law and the JD/LL.M. Program in Democratic Governance and Rule of Law. Both of these programs provide students with the ability to earn a degree in addition to their Juris Doctorate in three years. The JD/MSA program allows J.D. students with an undergraduate degree in accounting to take specialized courses taught by experienced tax professionals and gain practical experience through placement in a tax-focused externship to earn a Master of Science in Accounting with enough credits to sit for the CPA exam. The JD/LL.M program provides students with a global education in law by sharing classes and activities alongside international LL.M. students who are practicing attorneys in their countries. In the 2017-18 academic year the international LL.M counts lawyers from Tanzania, Malawi, Nigeria, Georgia, Pakistan, Nepal, Kosovo, Saudi Arabia, and Afghanistan. LL.M students expand their worldview through externship placements in governmental and nongovernmental organizations in the U.S. and overseas. All ONU Law students enjoy study abroad opportunities in the January term with courses like Law & Culture in Southeast Asia or Rule of Law in English History in London. Students can also add to their international experience through involvement in the International Law Society or by becoming a member of the International Law Moot Court team. In addition, for more than 50 years ONU Law has maintained a strong relationship with the University of Iceland. This relationship has now grown into an academic exchange program. ONU Law also houses a Center for Democratic Governance and Rule of Law that engages in research and development projects around the world.

Outside of class, students build relationships through participation in student organizations such as the Student Bar Association, as well as through opportunities to participate in Law Review or on one of ONU Law's moot court teams. The Taggart Law Library supports the educational mission of ONU Law and the University community as a whole. The library has a broad and deep collection of state and federal legal materials and a growing collection of foreign and international materials with a focus on areas relevant to the curriculum. Both campus libraries are members of OhioLINK, the resource sharing consortium that allows library users to borrow

materials from academic libraries around the state. The beautiful Hanson Reading Room is used for studying and for hosting special events at ONU Law.

ONU Law is located on the main ONU campus in Tilton Hall and has attractive physical facilities. Many areas have been renovated during the past 12 years, including the small and large moot courtrooms, one classroom, a special archives room, two student lounges, the faculty lounge, the library's reading room and the new rare book room. The building has also received upgrades to administrative offices and a new wing with faculty offices was added in the 1990s.

In addition to the strengths of its educational programming and facilities, ONU Law offers its students great affordability. ONU Law is one of the most affordable private law schools in the Midwest, which is one of the many factors that attracts prospective students and allows the College to enroll a well-credentialed incoming class with a median LSAT of 151 and undergraduate GPA of 3.28/4.00.

For in-depth, comprehensive information about ONU Law, please consult the website at <https://law.onu.edu/>.

Opportunities and Challenges

ONU Law seeks a visionary and entrepreneurial dean committed to higher education and scholarship, knowledgeable about the economics of higher education and the legal profession, and with the personal integrity, leadership skills, and drive to build on the School's momentum. Specific opportunities for the dean include:

Develop strategies to increase enrollment

The current census of JD students at ONU Law is 161 with an incoming 1L class (2018-2019) of 51. This represents a significant decrease from the student body of several years ago before the recession and the downturn in demand for new lawyers, ONU Law responded by maintaining its LSAT and UGPA standards. Within the State of Ohio, which is home for 57% of its students, ONU Law competes with eight other schools of law, many of which are publicly supported. Given its relatively low tuition, the inexpensive living costs in Ada, the quality of its faculty and the teaching they provide, the extraordinary experiential options for students, the exemplary bar passage and job placement successes, a committed and large alumni base, and the favorable student to faculty ratio, ONU Law has significant comparative advantages that offer its next Dean the opportunity to grow the JD population over the next several years. Assessing these strengths and appropriately tailoring recruitment strategies that focus on those students for whom ONU Law would provide the best pathway for success, including those students from under-represented minorities, from rural backgrounds, and from "first-gen" families is the principal and exciting challenge for the next Dean. The Dean will empower faculty, alumni and current students in these recruitment strategies that highlight the personal and professional relationships that students can expect to experience at ONU Law. ONU Law offers a distinctive, small-scale, high quality legal education that should attract a diverse student body committed to becoming competent professionals and leaders for their communities.

Enhance the reputation and visibility of ONU Law

For all of the school's enviable achievements in teaching, scholarship, community service, superior bar passage and job placements outcomes, ONU Law is not widely known or appreciated in the larger world of legal academe. Part of the lack of visibility results from the school's location in rural northwestern Ohio. Augmenting ONU Law's reputation will involve many of the same strategies adopted for student recruitment, especially the engagement of ONU Law alumni who are now practicing in all 50 US states and abroad. Communicating the high-value of ONU Law through regional and national forums, support for faculty publication and presentations across the country, bringing high profile scholars, practitioners, and public leaders to ONU Law, and the use of positive social media outreach, including student testimonials, can all incrementally and powerfully enhance the law school's reputation and visibility. The next Dean will embrace this challenge and ignore no opportunity to promote the quality and value of ONU Law, its faculty and its students.

Develop and diversify revenue streams

Every law school dean in the country is faced with the challenge of augmenting JD tuition revenue with additional income streams. ONU is seeking an entrepreneurial leader in its next dean who can survey and assess the school's assets, starting with its superior and dedicated faculty, its loyal and long-serving staff, its library, archives, and research capacity, its very attractive and functional physical space, the beautiful setting on ONU's campus and the quiet, contemplative environment in Ada that supports scholarship and learning with few distractions. For example, practitioners who seek additional training and enrichment – or simply just a stimulating place to gather - would find that ONU Law and its human and physical assets can offer intellectual and professional refreshment. Working with the other ONU colleges to develop joint or complementary programs for both international students and for mid-career professionals, some residential and some on-line or virtual, could be explored. In general reaching beyond the core 3-year JD program to connect life-long learners and professionals seeking new skills and knowledge with ONU Law's faculty is a place to start.

In addition to earned income streams, the Dean will be engaged in soliciting funding by offering opportunities for alumni and other individual donors to invest in ONU Law and its programs, whether by supporting faculty research, student scholarships, or enhancements to the physical space and the library. This requires research, outreach, and patient cultivation, but mainly it involves creativity in developing ways for donors to find a way to contribute that brings them satisfaction and a sense of pride. Given the service that ONU Law, its faculty and students provide the community in which they reside, the Dean will explore funding opportunities from institutions, government agencies, businesses, and other entities that recognize the exceptional value that ONU Law provides for the common good and that are willing to lend financial support to maintain and extend these services.

Lead the faculty in curricular review and in the process for ONU Law's next accreditation audit

The arrival of a new Dean and her/his administration is an excellent opportunity for a re-examination of the curriculum and pedagogy to critically assess relevance and quality of the academic program, including, of course, the experiential elements and offerings. ONU is seeking a Dean who has the appropriate leadership skills to engage the faculty in these exciting, but sometimes difficult, discussions that attempt to assure that the curriculum is advancing the school's mission for a changing time. In addition, the next accreditation review for ONU law is just a year away and the school requires a Dean who can lead the faculty and staff in this effort.

Build synergies and collaborations with the other schools at the University

ONU presents a distinctive collection of liberal arts and professional colleges on one accessible and attractive campus. The next Dean of the law school will have the opportunity to collaborate with her/his fellow deans of the College of Arts and Sciences, and the Colleges of Business, Pharmacy, and Engineering to explore joint research and scholarship options, curricula and programs for undergraduates, graduate and professional students, and post-graduate and mid-career professionals that combine the intellectual, physical, and other assets on the ONU campus. For example, legal and regulatory compliance issues are replete in business, accounting, health care, the pharmaceutical industry and services, and engineering and intellectual property realms, and the next Dean has the exciting opportunity to find ways that ONU Law can add value and contribute to the larger university and its other colleges. In many ways the university-collective is the biggest single funder of ONU Law and providing value in return makes a lot of sense. Moreover, all five college share some of the same challenges, such as location, and a collective effort to turn these challenges into strengths that help sustain the entirety would offer promise.

Maintain and build relationships with members of ONU Law's alumni network

In its relatively large, diverse and widespread alumni base, ONU Law has a powerful asset in this ambassadorial cohort. Strong relationships with alumni across the US and many other parts of the world are critical for ONU Law's success. Alumni can help recruit students, provide jobs for graduates, advise faculty on trends in the practice, suggest scholarly research topics, enhance the reputation and visibility of ONU Law, and, of course, contribute financial resources. Successful practitioners are grateful for their legal training and many want to give back to the school that started them on their successful careers. To ensure and augment alumni goodwill and participation, the next Dean will have the opportunity to collaborate with these alumni and offer them ways that they can help the school and its students.,

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 J.D., or other terminal degree in law, and at least ten years of experience in the teaching and/or practice of law;
- A distinguished record of scholarly achievement meriting tenure at the rank of professor under ONU Law’s criteria;
- 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;
- The capacity and intent to enhance ONU Law’s overall reputation and ability to graduate profession-ready students;
- A willingness to commit to fundraising and an aptitude for successful fundraising;
- The capacity and commitment to further develop supportive affiliations with alumni and friends of ONU Law;
- A demonstrated commitment to building an organization that values and practices diversity and inclusion, affirmative action, and equal opportunity;
- The inclination and capability to contribute to the University’s senior academic leadership, including the ability to collaborate with the Provost and other deans to enrich the overall academic standing of ONU; and
- Decisiveness and ability to multitask as well as a willingness to delegate appropriately.

Application Procedure

Applications, which should include a resume or curriculum vitae and a letter describing the applicant’s interest in this leadership position and describing the applicant’s experiences and skills that will enable the applicant to meet the challenges set forth in this invitation, should be sent to the following electronic mailbox: www.imsearch.com/6730. Electronic submission of materials is strongly preferred. Inquiries and nominations may also be sent to the web address cited above or directed to:

Tim McFeeley or Talik N. Watson
 Isaacson, Miller
 1300 19th Street, NW, Suite 700
 Washington, DC 20036
 Apply via the website: www.imsearch.com/6730
 Telephone: 202-682-1504

All inquiries and expressions of interest will be held in strict confidence.

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