This Position Specification is intended to provide information about Pace University and the position of Dean of the School of Law. It is designed to assist qualified individuals in assessing their interest in this position.
The Opportunity

Pace University in White Plains, New York, seeks applications and nominations for the position of Dean of the School of Law.

Founded in 1976, Pace Law School is a student-centered academic community committed to excellence in legal education. Pace's intellectually stimulating environment helps students to develop judgment, read and analyze carefully, hone their writing, advocacy and counseling skills, and think broadly and critically about legal problems. Students leave Pace with a solid foundation that enables them to join the legal profession as effective attorneys. Pace Law School graduates work in large law firms, small law firms, public-interest organizations, local, state and national government, business, the judiciary and educational institutions in over 41 states and 23 countries. As the only law school between New York City and Albany, Pace occupies a unique role in the community. The School serves as an intellectual center for practicing lawyers, policy-makers, judges, local and state government officials, and community groups. Pace Law School alumni are among the School's greatest assets; former and current students are encouraged to take full advantage of the opportunities at Pace.

The School's core curriculum, clinics, externships, law reviews, moot court programs, simulation courses, and student organizations reflect a strong passion for developing well-rounded students. The School prides itself on innovative programs in environmental law, land use and real estate, women's justice, criminal law, intellectual property, international law, and clinical education. Great effort is dedicated by the faculty and staff to keep these programs innovative and exciting. Pace Law School takes an individualized approach to student needs and concerns. Staff members in the Office of Student Services, Office of Admissions, Registrar, and Center for Career Development make an effort to know each student by name.

Pace's faculty members are teachers, scholars, and public servants. The Law School faculty is known for its accessibility, practical experience, scholarly endeavors, and service to the community and legal profession. Faculty members include the leaders of today and the future in several fields. The Law School's relatively small size, along with the faculty's historical focus on teaching and culture of mentorship, have fostered an intimate and supportive learning environment. Pace's history is rooted in a culture of student-centeredness, emphasis on teaching, practice-experienced faculty, and student mentoring.
Pace Law School seeks a dean with the creativity, passion, drive, and stature to build on the Law School’s success to date. The new Dean of the School of Law will combine exemplary achievements in the field of law with strategic leadership ability; outstanding interpersonal and communication skills; collaborative and creative energy; and a passion for the unique missions of both the School and the University. In collaboration with the faculty of the School, s/he will articulate a vision and strategic plan that will advance the School’s national and international reputation and recognition.

Pace University has retained Witt/Kieffer, a national executive search firm, to assist in this search. This document describes Pace University and the School of Law, the opportunities and challenges facing the Dean of the School, and the personal and professional characteristics that the ideal candidate should possess. All applications, inquiries, and nominations, which will remain confidential, should be directed to the search firm as indicated at the end of this document. For more information about Pace University and the School of Law, please visit www.pace.edu and www.law.pace.edu. Specific information regarding the application process is on page 24 of this document.
Pace Law School

History

Early in 1974, Edward J. Mortola, the President of Pace University, wrote to Judge Morris E. Lasker of the United States District Court: “A small, quality law school is being planned...to make unique and significant contributions to the University at large and to the Westchester community. Its graduates should be welcomed into the profession and into allied fields.”

The Pace University School of Law opened its doors on the White Plains campus in September 1976, as the late Dean Robert B. Fleming, who came to Pace from SUNY-Buffalo Law School, welcomed the freshman class of 250 day and evening students chosen from a pool of 1,400 applicants. Among the founding members were law professors Ralph M. Stein; Josephine Y. King, PhD; Bennett L. Gershman; John A. Humbach; James DeMarco; and Hervey Johnson.

Nicholas Robinson, one of the architects of the then-nascent field of environmental law, joined the faculty in 1978. Professor Robinson’s hiring, in the midst of the “environmental decade” was a propitious event for the direction of the Law School, as Professor Robinson spearheaded the development of one of the first environmental law programs in the nation before most law schools in the country recognized this field of specialization. Pace Law School went on to become an environmental law leader, including an environmental law LLM degree, one of the first environmental litigation clinics in the nation, the Pace Environmental Law Review, the National Environmental Moot Court Competition, the Pace Energy Project, an environmental SJD degree, and the Pace Land Use Law Center. With these programs, Pace Law School achieved a top-three ranking for environmental law programs nationwide from U.S. News and World Report, a ranking that it maintains to this day.

Through the generosity of Bessie Gerber Glass and her family, the Joseph and Bessie Gerber Glass Law Center was completed in 1979. The groundbreaking ceremony in mid-October 1976 brought more than 400 supporters and dignitaries to the White Plains campus, including New York State Governor Hugh Carey and Westchester County Executive Alfred Del Bello.
By 1981, Dean Fleming was able to report to the Trustees that enrollment had risen to a combined total of 749 in the evening and day divisions. At that time, 45 percent of the student body was female. An alumni association was established with representatives in thirteen states. Today, the Law School has an enrollment of 750 students, 60 percent of whom are women. Today, Pace law graduates number more than 5,000 and reside in nearly every part of the United States, as well as Canada, Australia, England, France, The Netherlands, Russia, Israel, Spain, Nepal and Argentina.

Dean Fleming retired in 1982 and was succeeded by an Interim Dean, Justice James D. Hopkins of the Supreme Court of the State of New York, Appellate Division, and former Westchester County Executive and legislator. Under Dean Hopkins’ leadership, the Law School continued to build its most important curricular specialty: the environmental law program.

The Honorable Janet Johnson, a judge of the Iowa Court of Appeals, was named Dean of the School of Law in 1983. During Dean Johnson’s six-year tenure, significant curricular innovations were introduced. These included certificate programs in environmental law, international law, health law and policy; and a semester abroad program in London. Dean Johnson also established Pace’s first direct client representation legal clinic, John Jay Legal Services, Inc., and continued to develop the environmental law program, establishing the Environmental Litigation Clinic, today co-directed by Professors Robert F. Kennedy Jr. and Karl Coplan.

In 1984, former United States Representative Richard L. Ottinger joined the environmental law faculty. He became co-director, with Professor Robinson, of the Center for Environmental Legal Studies and, in 1987, launched the Pace Energy Project (now known as the Pace Energy and Climate Center) for utility law reform. The Energy and Climate Center, today led by Franz Litz, works in five states, plus Puerto Rico and the Mohawk Nation in upstate New York. In February 1989, Pace launched the annual, student-run National Environmental Law Moot Court Competition, the most prestigious environmental moot in the country.

Dean Johnson resigned in 1989 to return to teaching and Steven H. Goldberg, former Associate Dean at the University of Minnesota, succeeded her as dean, serving until 1993. Under Dean Goldberg, Pace Law School began the computerization of its Law Library and developed a Student Honor Board and an Academic Support Program.

In 1989, attorney and educator Vanessa Merton joined the School of Law as Associate Dean for clinical education, professor of law, and director of John Jay Legal Services, Inc. Now under the direction of Professor Margaret M. Flint, John Jay Legal Services serves as the umbrella organization for client-representation clinical programs in criminal defense, disability rights and health law, immigration, and investor rights. Professor Merton has been honored for her pioneering work in clinical education.

Also in 1989, in partnership with New York State, Pace established the Women’s Justice Center, under trial attorney Michael Dowd, to train defense and prosecuting attorneys in trying cases of domestic violence. Today, the program, which evolved into the Pace Women’s Justice Center, has a staff of eleven attorneys. Pace students are engaged through the Center in providing direct legal services to victims of domestic violence.
In 1993 the Land Use Law Center was established under the direction of Professor John Nolon, a Fulbright Scholar. The Land Use Law Center is dedicated to fostering the development of sustainable communities throughout New York State and to providing opportunities for students to gain in-depth, practical experience in land use law. The Center engages Pace students as first-year volunteer interns and as paid summer associates and project managers. Students earn academic credit on guided research projects and in small seminar settings. They have produced more than 50 in-depth research papers, more than 30 of which have been published in law reviews and journals.

Professor Barbara Black was named Interim Dean after the resignation of Dean Goldberg. She served until June 1994, when she took a leave of absence to serve as deputy director of the Association of American Law Schools in Washington, D.C. During her tenure, Dean Black engaged the faculty in an examination of the curricular recommendations made in the ABA's MacCrate Report and presided over the School's sabbatical accreditation inspection.

Richard Ottinger was appointed Acting Dean in July 1994 and, in December, became Dean of the Law School. Under Dean Ottinger's dynamic leadership, new programs and initiatives were launched. These included re-establishment of the Board of Visitors, comprised of leading public officials and prominent business executives and attorneys who serve as advisers to the School. Dean Ottinger's extensive development efforts included the School's first-ever comprehensive Campaign for Excellence. He was instrumental in getting the State Legislature to locate the NY State Judicial Institute at the Law School and to initiate the construction of the Law School's new classroom building.

Major curricular developments under Dean Ottinger included the establishment of an International Program, led by Professor Gayl Westerman, who had revamped the international law curriculum, established a number of international externships, and created a new LLM in Comparative Legal Studies designed for graduates of foreign law institutions. Adding to the strength of the international program, and to the growing base of international contacts for Pace, is the acclaimed database on the UN Convention on Contracts for the International Sale of Goods (CISG) created by the staff of the Institute for International Commercial Law, now directed by Pace Law graduate Vikki Rogers. The prestigious Willem Vis International Moot Court was established in Vienna, directed by Professor Eric Bergsten after the passing of Professor Vis. At the initiative of Professor Nicholas Robinson in 1995, Pace became one of only 22 law schools nationwide authorized to confer a research doctorate degree, the Doctor of Juridical Science (SJD) in Environmental Law. At the initiative of Professor Nicholas Robinson in 1995, Pace became one of only 22 law schools nationwide authorized to confer a research doctorate degree, the Doctor of Juridical Science (SJD) in Environmental Law.

During Dean Ottinger’s tenure as dean the school laid the foundation for fundamental change including the construction of a new state-of-the-art, 27,000-square-foot classroom building, bringing advanced technology into the School's classrooms. In recognition of Dean Ottinger the building was named in his honor at a ceremony held in 2013. Dean Ottinger was also instrumental in the planning for the construction of a 30,000 square foot facility on the law school campus to house the New York State Judicial Institute, a 30,000-square-foot facility which opened in 2003 and which provides resources to help New York judges stay current with legal issues.
In 1997, Professor Barbara Black created the Securities Arbitration Clinic at the Law School, an innovative clinical program now directed by Professor (and Director of Legal Skills) Jill Gross that seeks to meet the need for legal services of small investors with claims against brokers.

Dean Ottinger retired in 1999 at the end of his five-year term and was succeeded by the School’s seventh dean, David S. Cohen, who was recruited for the position after an international search. Dean Cohen came to Pace from Canada after serving for five years as Dean of the University of Victoria Faculty of Law (UVic). Under his leadership, UVic became one of the top law schools in Canada.

Under Dean Cohen’s leadership, Pace Law School experienced a 57 percent increase in applications, total scholarship aid went up by 96 percent, LSAT scores and GPAs rose, and admissions became much more selective. In addition, six outstanding, full-time faculty members were hired and the academic support program was enhanced, resulting in rising bar passage rates.

In 2004, Stephen J. Friedman succeeded Dean Cohen, who stepped down after completing his five-year term. Dean Friedman came to Pace as one of the nation’s leading corporate, securities, and mergers and acquisitions lawyers, and an active leader in the nonprofit world. With Dean Friedman at the helm, Pace Law School continued to build high-quality programs that enrich the student experience and both reflect and influence the legal landscape.

In 2005, Pace Law School was awarded the ABA Award for Distinguished Achievement in Environmental Law and Policy. The School also initiated the annual International Criminal Court (ICC) Moot Competition — the first of its kind in the world — which brings together disparate legal traditions in the context of simulated ICC cases.

As part of a broad effort to attract highly qualified students to the Law School, Pace introduced the Learned and Augustus Hand Fellowship Program in 2005. Named in honor of Billings Learned Hand, one of the most influential judges in American history, the program offers fellowships to a select group of applicants every year. During Dean Friedman’s tenure, Pace hired four new outstanding faculty members.

In June 2007, Pace Law School appointed Michelle S. Simon interim dean of the School, succeeding Stephen J. Friedman who became president of Pace University. In May 2008, she became Dean of the Law School. Dean Simon has been a member of the Pace Law faculty since 1985. She is an expert in criminal law, civil procedure, and legal writing, all of which she teaches, and in which she has authored or co-authored 17 articles and book chapters on topics ranging from instructions to juries in criminal cases, guilty-plea negotiations, sex offenses, legal issues in AIDS, search and seizure procedures, and the legal autonomy of cities in urban planning. Her extensive administrative experience at Pace Law School included service as
associate dean of academic affairs from 2001 to 2006 and work on 16 committees, including one on academic standards and another conducting a self-study, both of which she chaired. Until her new appointment, she directed the School’s programs in judicial studies and legal writing.

Dean Simon has implemented important and exciting initiatives during her tenure. In the fall of 2012, the Law School launched the Pace Community Law Practice (PCLP), a first-of-its-kind legal residency program located in a separate building right on campus. Through the PCLP, four recent Pace Law School graduates are hired each year as fellows after a competitive application process. Over the course of the year, the fellows – under the supervision of experienced attorneys employed by the PCLP – provide high-quality, affordable legal services to local residents, primarily in the areas of immigration, employment, benefits, and family law. The PCLP, which has become a nationwide leader in the legal residency movement, was partially funded by contributions toward the dedication of Richard Ottinger Hall. Formerly known as the “Classroom Building,” Ottinger Hall was formally dedicated and re-named in April of 2013 in honor of Dean Ottinger’s longstanding commitment to Pace Law School. Additional key initiatives under Dean Simon’s leadership have included the restructuring and enhancement of Pace’s Legal Skills Program (and the naming of a Director of Legal Skills for that purpose), the implementation of a January-entry program, and numerous hires of full-time faculty. Dean Simon’s tenure also featured the first-ever visit to Pace Law School by a sitting Supreme Court justice: Justice Sonia Sotomayor, who spent a full day on the campus on November 12, 2012, speaking with students, faculty, and alumni.

The Law School's growth over the past 30 years represents not merely a change in the number of courses, programs, and faculty members, but also the development of a unique philosophy and an approach to legal education that strikes an important curricular balance between theory and practice.

Pace University School of Law is accredited by the American Bar Association and the New York State Department of Education. The LLM and SJD programs have received acquiescence from the American Bar Association.

**Mission Statement**

Pace Law School, in pursuit of the professional and academic mission of the University as articulated in its Mission Statement, is dedicated to:
• Educating students from diverse backgrounds to be competent ethical lawyers in the diverse callings of the profession, animated by a concern for the communities that they will serve.
• Promoting excellence in teaching.
• Advancing knowledge through legal and interdisciplinary research and scholarship that are recognized by regional, national, and international audiences for their contribution to the law and legal profession.
• Contributing to the achievement of a more just society through professional education, legal scholarship, and service to those in need.

In furtherance of its mission, Pace University School of Law is committed to continued development of innovative programs having national distinction.

Faculty

The more than 100 full-time and adjunct professors who comprise the Pace Law School faculty are both scholars and lawyers, with outstanding academic credentials and extensive legal experience. From prior work as attorneys, litigators, regulators, clerks, and counselors, in the corporate, nonprofit, and public sectors, the Pace Law School faculty brings diverse and unique perspectives to the theoretical principles of law.

Staying current with emerging trends, the Pace Law School faculty provides relevant legal scholarship to its students, surrounding community, and the world. In addition to teaching, Pace Law School professors publish articles, papers, and books, frequently lecture at home and abroad, and serve as advisers, board members, and fellows for a range of prestigious organizations. They are also instrumental in attracting other accomplished and influential visiting scholars to the Pace campus.

Above all, faculty members at Pace Law School love to teach. They are eager to share their broad knowledge and unique methodologies with students both in and out of the classroom, and they offer an extensive variety of courses and hands-on learning experiences. Employing the Socratic method and innovative teaching techniques, Pace faculty members engage students in lively classroom discussion that stimulates each student's intellectual and professional growth.

Faculty and deans: 44
Student-to-faculty ratio: 13/1
Academics

Juris Doctor Program

The Juris Doctor (JD) Program at Pace Law School is a three-year (full-time) or four-year (part-time) academic program that provides solid preparation for students who wish to become lawyers. The program offers an integrated curriculum designed to ensure the development of appropriate academic, procedural, and lawyering skills. As part of the JD Program, all students are required to complete a writing project under the supervision of a faculty member as well as successfully complete an approved upper level skills course as a condition of graduation.

- **Certificate in Environmental Law**
  JD candidates at Pace Law School may structure their courses of study to attain Certificates in Environmental Law as part of their law degrees. Authorized by the New York State Department of Education and offered to both practicing attorneys and current students, this 12-credit certificate signifies proficiency in the fundamentals of environmental law and provides a basic grounding for practice in the field. With more than 40 elective courses, the Environmental Law Program offers students one of the widest selections of environmental courses of any law school. The program has repeatedly achieved national acclaim for its environmental clinic, externships, and centers, in which students may participate for credit towards the Certificate in Environmental Law. Students pursuing the Certificate may engage in these environmental law clinical and externship programs. They also benefit from the campus presence of candidates – many from other countries – for the Master of Laws (LLM) degree in Environmental Law and the Doctor of Juridical Science (SJD) degree in Environmental Law, who enrich the classroom with their experience and diverse perspectives. (JD students are graded separately from LLM and SJD students, so there is no competition between degree seekers.)

- **International Law Certificate**
  In a world of growing economic and political interdependence, demand for practitioners of international law continues to increase. At Pace Law School, JD candidates enrolled in the JD program may earn a Certificate in International Law by completing 12 or more international law course credits. Pace faculty bring distinguished credentials and professional achievements in arbitration, environmental regulation, trade, human rights, and other aspects of international law to an in-depth curriculum comprising both classroom and experiential offerings. An international law program of study at Pace might also include a summer internship at a war crimes tribunal or the opportunity to intern at an international law firm. Students may also participate in lectures and moot courts sponsored by the International Law Society, and the student-edited Pace International Law Review provides a scholarship forum for students, faculty, and outside scholars.

- **Joint Degree Programs**
  Through Pace’s joint degree programs, a student may earn a JD while working on a second advanced degree. By enrolling in a joint degree program, a full-time student may complete both degrees within four years, instead of the five years of study required when each degree is pursued separately. Part-time students can complete a joint degree program in as few as six years.
The following joint degrees are available through Pace Law School:

- JD/LLM in Environmental Law
- JD/Master of Business Administration, with Pace University Lubin School of Business
- JD/Master of Public Administration, with Pace University Dyson College of Arts and Sciences
- JD/Master of Arts in Women's History, with Sarah Lawrence College
- JD/Master of Environmental Management, with Yale University School of Forestry and Environmental Studies
- JD/Master of Science in Environmental Policy, with Bard College - Bard Center for Environmental Policy
- JD/Bachelor of Arts or JD/Bachelor of Science, with Pace University Dyson College of Arts and Sciences

Lawyering Skills
Pace Law School has always stressed the importance of experiencing the law beyond the classroom setting through a variety of opportunities. The Pace Law curriculum introduces foundational lawyering skills early in the first year through its First Year Legal Skills Program. In the upper level, the legal skills program offers a rich array of clinics, externships and simulation courses in varied practice areas. Pace Law offers also an innovative Summer Skills Program with a rich array of clinics, externships, simulation courses and specialty practice courses. This program enables J.D. students from Pace and other law schools who are spending their summers in the New York metropolitan area to gain practical legal experience as well as academic credits during the summer months. These and other hands-on programs are designed to ensure that students have the opportunity to develop the fundamental lawyering skills necessary to become an effective attorney and succeed in a professional environment. Completing each building block of the skills program will enable students to be practice-ready in the 21st century legal environment.

Graduate Programs

Pace Law offers two unique LLM degree programs that provide students with the opportunity to explore a substantive field of the law. The School also offers a variety of dual-degrees for LLM students interested in expanding their legal education. Pace also offers an SJD degree, which is a doctoral-level degree in environmental law for those who wish to become professors or legal researchers.

Environmental Law
Pace's Environmental Law LLM immerses students in one of the nation’s most extensive and well-regarded academic programs in environmental law. The program has consistently ranked among the top three in the nation, according to US News & World Report. Students can choose from nearly 50 environmental courses offered each year, as well as participate in ongoing political, economic, and social research conducted by Pace's internationally recognized faculty. In addition to a general LLM, the program offers two specialized tracks in Climate Change and Land Use and Sustainable Development for students interested in exploring those cutting-edge fields of study more
deeply. It provides a widely acclaimed environmental law clinic supervised by Professors Robert F. Kennedy Jr, Karl Coplan and Daniel Estrin. Students represent the Hudson Riverkeeper court under a practice order which allows students to practice under the supervision of faculty. The program also has a unique UN program in which students intern with UN delegations.

- **Comparative Law**
  The LLM in Comparative Legal Studies is intended for students who received their legal education outside the United States and who want to expand their knowledge of U.S. law or to develop an advanced field. The program introduces the principles of the U.S. legal system in a comparative context by building on the student’s knowledge and experience with a non-U.S. legal system. Students can take coursework in such specialized areas of U.S. law as environmental law or international business law, adding depth to their existing legal education. Students often pursue this program to qualify to sit for an American bar exam. The program helps students develop knowledge of the U.S. legal system that will allow them to thrive in an increasingly transnational legal environment.

- **Doctor of Juridicial Science in Environmental Law**
  The Doctor of Juridical Science (SJD) in Environmental Law at Pace prepares legal scholars to teach environmental law in the United States and abroad. Admission is highly competitive and requires completion of an LLM in Environmental Law with distinction either at Pace or at a comparable program at another law school.

**Students**

Pace University Law School is a community of scholars whose members include its faculty, students, and administrators. The academic division of the Law School is under the direction of the Associate Dean for Academic Affairs. The Law School educates and trains students through a combination of classroom and clinical work. The goal is to provide an academic and ethical experience that will resonate throughout each student's professional, academic, and personal life. Students are encouraged to become involved in all aspects of campus life that take place outside the classroom. Student organizations offer activities that promote leadership and professional development. These groups offer the opportunity to share experiences with other students of various backgrounds. The Office of the Dean for Students contributes to this goal by promoting programs that provide opportunities for students to network with members of the bench and bar, as well as with faculty and alumni.
Class of 2012 Employment At-A-Glance

2012 Total Class Size: 230
2012 Graduates known to be employed: 190
Median salary (based on 67 responses): $57,500
Graduates whose position prefers a JD or requires Bar passage: 164
Graduates who hold full-time positions: 148
Graduates who hold part-time positions: 42
Graduates pursuing advanced degrees: 2
Graduates whose employment status is unknown: 8

- Employment Categories:
  - Academic 1.6%
  - Business and Industry 23.2%
  - Clerkships 7.9%
  - Law Firms 47.4%
  - Government 10.5%
  - Public Interest 8.9%
  - Unknown 0.5%

Class and Student Body Profile

- 2013 Enrollment
  - Spring Accelerated Class: 27
  - Fall Class: 181
  - Women: 56% Men: 44%
  - Average age: 25 Age range: 21-53
  - Colleges and universities represented: 108
  - States represented: 16
  - Percentage directly from college: 30%
  - Total Student Body - Full-time: 479 Part-time: 79
  - Students of Diversity: 18%

- 2013 Application Profile
  - Number of Applications: 1,751
  - 25%—75% LSAT Accepted: 150–156
  - 25%—75% UGPA Accepted: 3.04–3.58
  - Median LSAT/GPA Accepted: 153/3.33

Special Programs

- Federal Judicial Honors Program
  - This highly-competitive program prepares and places our top students in externships with federal judges, with the goal of helping them obtain clerkships after law school. Each year, numerous program graduates have obtained federal and/or state clerkships.
• **New Directions Program for Returning to Law Practice**
This certificate program, (which will provide eligible participants with two years of CLE credits) will initially focus on family and matrimonial law, and will also provide practical legal research and writing experience that can apply to other practice areas. Classes are conducted by distinguished local practitioners with expertise in a variety of issues. The second part of the program is an externship with a legal employer that will provide valuable practical experience and mentoring.

• **Study/Work Abroad Programs**
Pace Law School's study/work abroad programs include the Comparative Environmental Law/Brazil Course, which gives students hands-on experience comparing the environmental regimes of the United States and Brazil, where students have the unique combination of classroom and field training in the ecosystems of Brazil; the International Summer Internships Abroad Program, which provides opportunities for students to work abroad with law firms specializing in international, commercial, and corporate law; and the Human Rights in Action (HRIA) Program, where students work abroad during the summer with war crime tribunals, human rights and humanitarian relief organizations, and projects designed to bring the rule of law to emerging democracies.

• **Trial Advocacy Program**
Pace Law School heralds a nationally recognized trial skills program. This comprehensive program interfaces with the traditional curriculum allowing students an opportunity for simulated learning skills sessions. Students' knowledge of substantive law is integrated in an intensive course study of trial skills. The program provides all students an opportunity to experience the vigor of a trial in a controlled, simulated environment.

**Centers and Institutes**
Pace Law School's ongoing commitment to serving the needs of its students, the community, and the legal profession has led to the development of cutting-edge centers and special programs that anticipate, explore, and influence evolving areas of the law. Through the Pace Law centers, institutes, and clinics, faculty, students, and professionals join forces to pursue justice for diverse members of the community - while the highly regarded continuing legal education programs let practicing attorneys sharpen their skills, stay on top of emerging legal trends, and learn how to better serve their clients and communities. As a relatively young law school, Pace directs its innovative spirit into emerging and re-emerging realms of the law where it can play a decisive role in shaping policy and structuring practice.
These programs offer opportunities for student scholarship and research.

- **Centers**
  - Center for Career and Professional Development
  - Center for Continuing Legal Education (CLE)
  - Center for Environmental Legal Studies
  - Criminal Justice Center
  - Energy and Climate Center (formerly the Energy Project)
  - Land Use Law Center
  - Pace Community Law Practice
  - Pace Women's Justice Center
  - Public Interest Law Center
  - Theodore W. Kheel Center on the Resolution of Environmental Interest Disputes

- **Clinics**
  - Environmental Litigation Clinic
  - John Jay Legal Services
  - Barbara C. Salken Criminal Justice Clinic
  - Equal Justice America: Disability Rights/Health Law Clinic
  - Immigration Justice Clinic
  - Investor Rights Clinic
  - Neighborhood Justice Clinic (in development)

- **Institutes**
  - Brazil-American Institute for Law and Environment (BAILE)
  - Institute of International Commercial Law
  - International Judicial Institute for Environmental Adjudication (IJIEA)
  - New York State Judicial Institute

**Law Reviews**

Participation in law reviews is an important component of legal education. Many law reviews are operated and edited entirely by students. Student participation is highly encouraged because it aids in the development of essential legal writing skills.

All three law reviews are in the journal format in the Digital Commons.

- **Pace Law Review**
  [www.law.pace.edu/plr](http://www.law.pace.edu/plr)

- **Pace Environmental Law Review**
  [www.law.pace.edu/pelr](http://www.law.pace.edu/pelr)

- **Pace International Law Review**
  [www.law.pace.edu/pilr](http://www.law.pace.edu/pilr)
  [www.pilr.blogs.law.pace.edu/](http://www.pilr.blogs.law.pace.edu/)

- **Pace International Law Review, Online Companion**
  [http://digitalcommons.pace.edu/pilronline](http://digitalcommons.pace.edu/pilronline)
Campus

Whether living on campus, in New York City, or in surrounding Westchester County, Pace Law School students will enjoy a true campus setting that fosters community, extracurricular activity, and academic collaboration. Pace Law School's 12 acres of landscaped grounds combine the beauty of open spaces and classic buildings with the convenience of modern technology and the amenities of a thriving urban community. Wireless network access, technologically advanced classrooms, modern housing and dining facilities, and a well-equipped library help to assure that all lifestyle and scholarly needs will be met on the Pace campus.

Students report that Pace Law School offers the best of all worlds – a bucolic campus ideal for undistracted study and learning plus close proximity New York City, an undisputedly exciting attraction. Pace Law School is conveniently located in the City of White Plains, New York. White Plains is the commercial hub and county seat of Westchester, an affluent suburban county that is home to nearly one million people. It was recently selected as one of the top 50 small cities in America.

White Plains is an extraordinarily law-student-friendly city, with abundant housing, transportation and things to do. In their spare time, students enjoy its young and vibrant social scene – with bars, restaurants and live music – as well as two large shopping malls and a 15-screen theater.

Within walking distance of the Law School is the United States Courthouse in White Plains, where four district judges and three magistrate judges currently sit full-time. Through Pace’s Federal Judicial Honors Program, Pace Law students intern each year in their chambers and have the opportunity to observe courtroom proceedings. Also located within the White Plains Courthouse are the Bankruptcy Court, Pretrial Services, Federal Defenders, U.S. Probation, U.S. Marshal Service and a division of the US Attorney’s Office, providing additional experiential opportunities for Pace Law students. There are also many law firms headquartered in or maintaining branch offices in White Plains, further increasing the prospect of internships and summer employment.
While there is much to do on campus and in the City of White Plains, there is no denying that New York City is an irresistible lure. It is accessible via the Metro North railroad in as little as 33 minutes, making it a housing and internship option as well as a fun and cultural destination.

The Dean: Opportunities and Expectations for Leadership

Pace University seeks a Dean for the School of Law who will provide expertise, energy and new focus to a law school that has both a rich heritage in student-centered legal education and academic programs and centers that have gained international recognition. Working closely with faculty, staff, students and alumni, the new Dean will vigorously pursue the School's identified goals, while developing new initiatives and objectives. As the leader and first among peers of the School, the Dean will set the standard for its intellectual engagement and accomplishment, provide strategic vision and operational leadership to all aspects of the academic and scholarly programs, and create an environment and community that supports the School's faculty and students, as well as the broader community of Pace Law. In particular, the Dean will assure that the School continues to serve its students with academic programs of the highest quality and effectiveness, building professional and ethical character, and promoting excellence through diversity in programming, and faculty and student recruitment. In pursuing these responsibilities, the Dean, who reports to the Provost, will work collaboratively with the President, Provost, other Deans and Department Chairs at the University to develop and carry out the larger academic strategy of the University.

EXCEPTIONS FOR LEADERSHIP

The Dean will provide leadership in all aspects of the operation of the School of Law and will have ultimate responsibility for the following key objectives:

Strategic Vision and Differentiation

- The School of Law approaches its current strategic planning from the viewpoint that changes underway in the profession are more than temporary responses to an adjusted market economy but rather the advent of structural changes in the profession brought on not only by recession-based economics but also by other external factors, including the steady increase in commoditized legal services and internet-based developments in
law and other fields of work. Legal education is at a critical juncture wherein law schools must begin to evaluate the utility of the traditional legal education program within the new economy. The new legal economy includes more diversity of practice than ever seen before with entrepreneurial lawyers and non-lawyers examining ways to reengineer and streamline legal problem-solving, reducing the needs for many traditional legal services. The profession is also faced with a need for more legal services to lower- and middle-class individuals and methods to reach those needs that account for a reduced ability to pay.

One of the Dean’s key priorities will be the promotion of the School of Law as a leader and innovator in providing contemporary legal education that meets employers’ needs and distinguishes its graduates. This will require continuing to develop the programs and experiences that differentiate the School of Law through excellence in student development and preparation, and identifying priorities necessary for the School’s continued growth and advancement. Faculty, staff, university administration, and other key constituencies seek a dean who can help them crystallize the School’s identity and model of education, a process that will ultimately build community, set new standards for excellence, and yield greater visibility and recognition.

**Administration, Planning and Management**

- In planning for the future, it will be critical for the new Dean to understand the strengths and areas for growth for the School as it competes in local, regional and national markets for students, faculty and rankings. An inclusive and transparent strategic planning process will take advantage of the creative thoughts and contributions of the constituencies that have been important contributors to the School’s success and will help to drive a collective ownership of the plan and its intended goals and directions.

- The Dean will join a management team that efficiently and effectively supports all academic and administrative functions of the School of Law, with Associate and Assistant Deans and members of the senior staff in supervisory roles reporting to the Dean. The Dean will be responsible for managing and stewarding the School’s budget, campus, and staff and will work closely with the provost around financial planning and resource allocation.

- Given the competitive landscape, it is essential that the Dean supports vigorous and robust student support services, especially career planning programs that facilitate the students' ability to meet their professional objectives in an increasingly challenging employment market.

**Enhancing Institutional Advancement and External Relations**

- The Dean will play a critical role in raising the profile of the School of Law and leading its institutional advancement and fund-raising initiatives. He or she will build alliances with numerous external partners, find external revenue sources, and match them with institutional priorities. The Dean is expected to play an active and visible role in supporting the activities of the alumni association and communicating with alumni on a regular basis to encourage their involvement as volunteers, donors and mentors.
• The Dean will also be effective at promoting the Law School’s reputation and goodwill within legal education, the legal profession, and the community, especially through enhancing the reputation of the faculty. He or she will implement an effective, multifaceted communications plan that presents a strong, positive, and consistent image to key constituencies.

**Lead Faculty**

• The Dean will lead the faculty by encouraging and supporting faculty scholarship, facilitating teaching excellence, cultivating collegial and constructive relations with and among faculty, diversifying the faculty and student ranks, encouraging faculty service and addressing faculty issues, and ensuring that library and information resources continue to effectively support the academic program and faculty scholarship. The Dean will work to develop a culture of scholarship and an enhanced intellectual climate within the School of Law.

• The Dean will continue to further develop and implement the School’s strategy to build its faculty, reputation, and influence through the creation of centers and institutes that have been nationally recognized for their work in environmental law, land use and real estate, women's justice, criminal law, intellectual property, international law, clinical education and other fields.

**Student Recruitment, Enrollment Management and Financial Aid**

• Nationally, law school enrollments are dropping and competition for high achieving students is fierce. The Dean must bring creativity and focus to student recruitment efforts in order to attract and retain a highly qualified and diverse student body and meet enrollment and financial goals. The Dean will supervise the planning and execution of student recruitment efforts that attract a highly qualified and diverse student body and meet enrollment goals. The Dean will have to determine the most effective utilization of institutional, private, state, and federal financial aid programs to adequately and responsibly meet student needs. The Dean will need to develop policies and procedures to equitably distribute those funds in compliance with all laws and regulations. The School’s current priority is to maintain its current enrollment and faculty size while focusing on the recruitment and retention of students who will persist and succeed. Raising funds for financial aid is a priority.

**Collaboration with University Administration and Board of Visitors**

• The School of Law receives strong support from the University and its central administration as well as the School’s Board of Visitors, all of whom are keenly interested in and committed to the advancement and success of the Law School. The Dean will play a critical role in formulating recommendations for consideration by the President and Provost on administrative, educational policy, financial, governance, institutional advancement, and other matters. The Dean will be available to advise and inform the Board of Visitors regarding emerging issues in legal education, especially those directly affecting the School of Law.
Professional Qualifications and Personal Qualities

The Dean of Pace Law School will be an energetic, self-assured leader of stature with a track record of distinguished contributions to the field of law, preferably in legal education. The Dean will be a capable executive with skills in fiscal and human resource management and in fund raising and development. He or she must have the social acumen, powers of persuasion, and authentic personal leadership style necessary to advance the School and inspire its faculty and students. Candidates must have a JD, be eligible for tenure as a Professor of Law, and have demonstrated administrative and leadership skills, experience managing change, and a deep commitment to student success and faculty development.

In addition, the Dean will:

- provide creative and distinctive academic leadership to the School and its programs, exercising extraordinary judgment, continually seeking opportunities to advance academic excellence and innovation in teaching;
- project a strong public presence and image for Pace Law, promoting the accomplishments of its faculty, students, clinics, centers and institutes to enhance its reputation in the legal community;
- work collaboratively with faculty, supporting and encouraging their efforts in scholarship, teaching, and service, with an informed understanding of the unique requirements professional schools have in these areas;
- support students, with demonstrated success in developing student-centered administrative processes, especially in the areas of academic support services and career counseling and placement services;
- demonstrate strong and effective administrative skills, with a capacity to build and develop working teams at all levels of the School, including administrative staff and faculty;
• show deep respect for and commitment to diversity, as demonstrated by a record of promoting diversity within a student body, faculty, and administrative team;

• connect with leaders in the region’s bench, bar, and a broad range of external constituencies, including alumni, academic, cultural, business, governmental and social institutions, to advance the visibility and success of the School and to lead sophisticated and effective alumni development and fund raising activities;

• possess the intellectual leadership to provide guidance to a program of scholarship in and for a vibrant community of scholars;

• bring a deep understanding of the changes taking place in legal education, curriculum and pedagogy as well as the changes occurring in the legal profession, enabling Pace Law to serve a leadership role in these national conversations while overseeing, with the faculty, curriculum development of the School, including programs to monitor and assess learning outcomes of students;

• continue to integrate new technologies into the School's administration, teaching, and support of faculty and student scholarship;

• work collegially as a member of the Dean’s Council and with other members of the University’s executive administration, promoting and advocating for the School's place within the University community;

• develop collaborative programs with other university schools and departments; and

• possess experience in managing growth and change, resolving conflict and building consensus, and demonstrating a willingness to seize opportunities, while assuming responsibility for appropriate risks.
Pace University: An Overview

Since 1906, Pace University has produced thinking professionals by providing high-quality education for the professions with a firm base in liberal learning amid the advantages of the New York Metropolitan Area. A private university, Pace has campuses in New York City and Westchester County, enrolling almost 13,000 students in bachelor’s, master’s, and doctoral programs in its College of Health Professions, Dyson College of Arts and Sciences, Lubin School of Business, School of Education, School of Law, and Seidenberg School of Computer Science and Information Systems.

The Pace Story

Pace is a University whose resources have played an essential role in the realization of individual dreams of achievement, and whose mission is voiced in the motto: *Opportunitas.*

Pace Institute began its transformation after World War II into a modern university with emphasis on the liberal arts and sciences. With dynamic leadership and fiscally sound management, Pace grew from rented facilities and few resources into one of the largest universities in New York State, with a multimillion dollar physical plant, an endowment of nearly $100 million and a reputation for excellent teaching and talented, ambitious graduates.

At the heart of Pace’s academic values is a historic commitment to excellence in teaching, as manifested by small classes, an emphasis on skill development and critical thinking, special tutoring and support services, and academic advising. Academic experiences at Pace emphasize teaching from both a practical and theoretical perspective, drawing on the expertise of full-time and adjunct faculty members who balance academic preparation with professional experience to bring a unique dynamic to the classroom.

The University supports and encourages scholarly activity among its intellectually vital faculty. Much of the work has professional application, and Pace particularly invites scholarship that directly relates to the classroom experience and involves students in the research process. Additionally, Pace has recognized the importance of educating students with a global perspective; Pace is building an increasing array of study abroad options, a successful
mentoring program that has produced 37 Fulbright scholars since 2002, and a focus on international recruitment.

Pace University in the 21st century is shaped by its enduring traditions of opportunity and innovation. More than 100 years after its founding, the University continues its commitment to providing access to a diverse population while innovating to meet the needs of the global economy.

**Mission Statement:**

To offer undergraduate and graduate education for a broad range of professions, while providing a strong foundation of liberal learning, thereby giving a highly diverse population of students the opportunity to lift their lives and prospects. Our objective is to create thinking professionals who are highly sought after as innovators and successful leaders, and who will positively impact twenty-first century society.

**Community Profile, White Plains and the Region:**

White Plains, New York, situated just 25 miles north of Manhattan, has impressive credentials as one of the top suburban office and retail centers in the nation. White Plains is the Westchester County Seat and the center for corporate, retail, and Federal, State and County courts and offices. It offers a comprehensive, efficient, multi-modal public transportation system and is the gateway to both metropolitan and upstate New York, New England and other major northeast markets. It combines all the conveniences and quality of life of suburbia with success. The city is strategically located less than a 1 hour drive from four major metropolitan airports (JFK, Laguardia, Newark, and Westchester County Airport).

White Plains is a suburban city with a full accompaniment of urban amenities. A residential community of nearly 56,000, the population soars to more than 250,000 during the day as workers, shoppers, and visitors arrive by car, rail, bus and plane. White Plains is Westchester's premier business market and is home to the county's largest concentration of retail activity. With two major malls and a dynamic, revitalized downtown featuring outstanding restaurants, boutiques and nightlife, White Plains is thriving.

Downtown White Plains has become a corporate hub attracting high technology firms, major corporations, and three colleges/universities (Pace University, Berkeley College, and Mercy College). With more than 3000 units of residential housing built or currently in the approval process in the downtown, it will soon become a major residential neighborhood as well. White Plains is viewed by residents and visitors alike as one of the most attractive and desirable cities in the state in which to live, work, shop and play.

- **Highly Educated Workforce**

  Westchester has one of the best educated employee pools because of its best-in-class public schools, private schools, trade and vocational schools, and higher education institutions.
Business Statistics

- Nearly 34,000 firms in the county
- More than $1 billion in annual payroll
- Approximately 400,000 employees
- Westchester County is the headquarters location of more than 170 businesses
- More than 10 percent of the nation’s patents originate from companies based in Westchester County
- Several Fortune 500 companies have already chosen to make Westchester County their home. A few of Westchester’s biggest employers are:
  - IBM Corporation
  - PepsiCo Incorporated
  - Pepsi Bottling Group
  - Nokia, Inc.
  - Snapple Beverage Group/Motts, Inc.
  - ITT Corporation
  - Fuji Photo Film SA Incorporated
  - Consolidated Edison
  - MBIA, Inc.
  - White Plains Hospital
  - Westmed

Living in Westchester

With nearly one million residents, spread out over 450 square miles Westchester County has quite a bit to offer both residents and visitors. The Westchester County Parks system spans nearly 18,000 acres and offers some of the most beautiful scenery in the northeast. Westchester has nearly 50 parks and recreational areas providing ample opportunity to hike, swim, bicycle, fish, skate, picnic or just spend quiet time in the outdoors. Westchester County is also home to a diverse and rich community of artists and cultural organizations. ArtsWestchester is New York State’s largest private, not-for-profit service organization, working to ensure the availability and accessibility of the arts for all of the county’s residents.

For additional information, please visit:

- www.cityofwhiteplains.com
- www.visitwestchesterny.com
- www.westchestergov.com
Procedure for Candidacy

Pace Law School has retained the services of Witt/Kieffer to assist with this search. The search will be conducted with respect for candidates’ desire for confidentiality.

Recruitment will begin immediately and continue until the position is filled. Review of applications, nominations, and expressions of interest will begin immediately and continue until an appointment is made. For full consideration, applicants should send a cover letter, resume, or curriculum vitae, and the names and contact information of five references by November 28, 2013. References will not be contacted without prior knowledge and approval of candidates. The electronic submission of materials is preferred.

Nominations, inquiries, and applications should be submitted to the consultants supporting the Pace Law in this search:

PaceLawDean@wittkieffer.com

Manny Berger
Senior Partner
781-272-8899

Werner Boel, LL.M.
Senior Associate and Legal Services Practice Leader
404-233-1370

Materials that cannot be sent via email may be mailed to:

Pace University - Dean of the School of Law
c/o Witt/Kieffer
3414 Peachtree Road, Suite 352
Atlanta, GA 30326

Pace University is committed to achieving full equal opportunity in all aspects of University life. Pursuant to this commitment, the University does not discriminate on the basis of actual or perceived sex, gender or gender identity; race; color; national origin; religion; creed; age; disability; citizenship; marital or domestic partnership status; sexual orientation or affectional status; genetic predisposition or carrier status; military or veteran status; status as a victim of domestic violence, sex offenses or stalking; or any other characteristic protected by law federal, state or local law, rule or regulation.

The material presented in this position specification should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from Pace University and Pace Law School documents and personal interviews and is believed to be reliable. While every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern.
Witt/Kieffer is the preeminent executive search firm that identifies outstanding leadership solutions for organizations committed to improving the quality of life. The firm’s values are infused with a passion for excellence, personalized service and integrity.