

SEARCH PROSPECTUS:

Dean of the School of Law



NC Central
UNIVERSITY

School of Law

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North Carolina Central University (NCCU) invites applications and nominations for the position of Dean of the School of Law. The Dean will work closely with the Provost and Vice Chancellor for

Academic Affairs, and other deans and academic leaders, under the overall University leadership of Chancellor Dr. Johnson O. Akinleye.



ABOUT THE NCCU SCHOOL OF LAW

With a focus on producing competent and socially responsible members of the legal profession, the NCCU School of Law offers a dynamic, broad-based legal education designed to yield a diverse group of practice-ready attorneys. Established in 1939, North Carolina Central University's School of Law offers two programs leading to the Juris Doctor degree: a full-time day program and a part-time evening program. The School of Law provides a high quality, personalized, practice-oriented and affordable legal education to students from diverse backgrounds. For a detailed history of the School of Law, please visit <http://law.nccu.edu/about/history/>.

More than 70 tenured, tenure-track, clinical and adjunct professors teach and mentor the 370 students in the School of Law, which was the top law school by female enrollment (66.85%) in 2018. The student-to-faculty ratio is 12:1. It also ranked

as the [15th most diverse student body](#) among US law schools. Approximately 70% of students are North Carolina Residents, and the remaining 30% come from across the country.

Centered in the Albert L. Turner Building, an 87,672 sq. ft. four-story brick structure, the School of Law features state-of-the-art technology that enables video conferencing for synchronous distance education.

Faculty

NCCU School of Law's collegial and accomplished faculty are committed to providing a challenging, broad-based education designed to stimulate intellectual inquiry and professionalism of the highest order. Because student success has always been the top priority, members of our dedicated faculty spend substantial time teaching, mentoring, and advising.

ABOUT THE NCCU SCHOOL OF LAW (CONT.)

Most faculty members are actively engaged in scholarship and service activities that demonstrate their commitment to public service and directly impact the needs of underserved and under-represented communities. They are leaders and innovators--as academics, practitioners, and policy makers--in a wide variety of areas that reflect their individual expertise and passions. Many faculty members have national recognition for their scholarship and service.

Students

The NCCU School of Law seeks students who contribute to the learning of others through their intellectual attainments, demonstrated emotional maturity, self-discipline, and verbal ability. The faculty of the School of Law understand that these characteristics illustrate a capacity to benefit from the School's educational program and its mission of service. Thus, the School of Law is able to transform students who have overcome economic, societal or educational obstacles into strong academic and legal scholars. This is evidenced by the numerous alumni who serve with high distinction as members of the bar, bench, and political leaders throughout the State of North Carolina, the U.S. and the World.

Unlike many law schools, competition among students is aimed at group success as well as individual success. Students are supportive of each other and it is common to see upper division students mentoring lower division students, as well as one another. Students are also encouraged to work in the School's many legal clinics, where they can use the knowledge and skills gained in the classroom to provide direct assistance to members of the communities from where they come.

Curriculum and Programming

The curriculum at the North Carolina Central University School of Law mirrors the values that guide our overall mission: training lawyers prepared to provide legal services to underserved and under-represented communities with an eye toward social justice. Course content is diverse and challenging, and simultaneously lends itself to

NOTABLE ALUMNI OF THE NCCU SCHOOL OF LAW

Hon. Maynard Holbrook Jackson Jr. ('64):
1st African-American mayor of Atlanta, GA

Hon. G.K. Butterfield ('74):
U.S. Congressman and Congressional Black Caucus Chairman

Mr. Willie E. Gary ('74):
Noted litigator

Hon. H.M. Mickey Michaux ('64):
1st African-American U.S. Attorney for the Middle District of NC (appointed by U.S. President Jimmy Carter)

Hon. Michael Francis Easley ('76):
72nd governor of North Carolina

Hon. Wanda G. Bryant ('82):
Associate Judge on the NC Court of Appeals, and 1st African-American woman to be an Assistant District Attorney in the 13th prosecutorial district of NC

Hon. Leroy R. Johnson ('57):
1st African-American member of the Georgia State Senate since reconstruction; 1st African-American lawyer in the southeast to be employed on the United States District Attorney's staff in Atlanta; 1st African-American to head a legislative delegation; 1st African-American to be named chairman of a standing committee in the Georgia General Assembly.

preparation for the future while enhancing student learning opportunities in the present.

These major components provide the educational framework to prepare students to pass a bar examination and practice law immediately upon graduating:

ABOUT THE NCCU SCHOOL OF LAW (CONT.)

Core Instruction – All students take fundamental doctrinal courses that are germane to building a solid legal education, ranging from first-year classes like Contracts and Civil Procedure to upper-level courses such as Constitutional Law and Sales/Secured Transactions. There is also a focus on developing the writing skills of students by requiring courses for general legal writing, appellate-level writing, basic communication with clients, and document drafting for practice. Academic support workshops, tutorial services, mentor-mentee programs, and faculty advisors offer supplemental instruction.

Clinical Education Programming – In 2017, the SR Education Group, an entity that assesses higher education institutions based largely on student reviews, gave the School of Law very high marks – placing it 16th among the nation’s top 50 law schools. One of the reasons for such lofty status is NCCU’s clinical education program, which earned praise for the extensive opportunities the clinics afford to students. The School of Law has a range of clinical programs that enable students to garner experience in a number of areas. NCCU also has a popular Externship Program, as well as a dynamic Pro Bono Program.

Joint Degree and Certificate Programs – Multiple joint degree programs allow students to receive dual degrees in a four-year format that incorporate the Juris Doctor with Business Administration, Library Science, Public Administration, Public Policy, History or Information Science. Additionally, NCCU offers certificate programs in Dispute Resolution, Taxation, Civil Rights and Constitutional Law and Justice in the Practice of Law.

The School of Law boasts the **third highest passage rate** in the state at 77% for the July 2018 North Carolina Bar Examination.

NCCU School of Law is ranked **third in the United States** by *U.S. News & World Report* as one of the top 10 law schools that leave graduates with the least amount of debt.

The Virtual Justice Project, established in 2010 to provide legal information via telepresence and high-definition video conferencing capabilities, serves individuals in rural communities faced with financial and geographic obstacles to gaining legal information. The program has its main telepresence facilities at NCCU School of Law and fully equipped satellite sites in 11 locations. A grant from the Department of Agriculture received in 2018 expanded the project to at least 65 sites to offer teleconference capabilities in regional libraries and offices of Legal Services to include western counties in North Carolina. A total of **\$5.1 million** has been secured over the past eight years to support the project.



DEAN OF THE SCHOOL OF LAW

The next Dean of the [NCCU School of Law](#) must be someone with vision, tenacity, and a heart dedicated to service. The next Dean must possess an entrepreneurial and innovative mindset that embraces “grit,” because while the landscape for the practice and teaching of law is undergoing dramatic change, the need for well trained, practice ready lawyers continues to be critical in underserved communities. Of equal importance, the next Dean must understand, promote, and advocate for the Law School’s founding mission, providing an opportunity for an outstanding legal education to those who continue to be underrepresented in the legal profession because of their ethnicity, gender, or the communities from which they come.

Opportunities and Expectations for Leadership

The NCCU Chancellor and Provost, with input from the Law School faculty, staff, students and alumni, have identified the leadership agenda for the next Dean.

The overarching goal for the next Dean is to elevate the Law School’s visibility, attractiveness, and sustainability as an American Bar Association (ABA) accredited institution that prepares ‘practice ready’ law graduates who excel the bar examination. To achieve this goal, the Dean will work with a very dedicated faculty and staff who care deeply about the School’s mission and student success, many of whom are highly accomplished and nationally recognized; as well as a student body that is supportive of one another, and dedicated to learning and service. The next Dean should be prepared to:

1. Develop the leadership team and strengthen unit cohesion within the Law school with an inclusive and collaborative culture.
2. Create and implement a dynamic marketing program that will highlight the success of graduates and identifies the unique brand of NCCU Law.



3. Commit to the historic mission of the Law School, while strengthening the Law School’s standing with the ABA.
4. Design and implement fundraising programs to support the leadership agenda.
5. Develop a strong partnership with undergraduate programs and build a robust pipeline to ensure that the Law School has strong applicant pools for future generations.
6. Strengthen relations with national and regional law firms, federal agencies, state and local governments and other employers to increase NCCU law students’ employment rate within six months of graduation to a minimum of 80%.
7. Increase enrollment numbers, specifically focusing on the national downward trend in African American male enrollment levels.
8. Continue to advance the excellent IT infrastructure, and leverage its potential for curricular, marketing, alumni and other outreach purposes.
9. Promote, encourage, and support faculty scholarship and service activities, and facilitating teaching excellence.

Required Qualifications

- An earned JD or its equivalent from an ABA-accredited institution law school or equivalent; and
- A distinguished record of professional achievement and leadership.

DEAN OF THE SCHOOL OF LAW (CONT.)

Desired Characteristics and Experience

- A deep commitment to educational access and opportunity and a dedication to the ideals of civil rights, racial equity and social justice;
 - Evidence of commitment to and management of diversity;
 - Successful fundraising and development experience;
 - Demonstrated financial management and budgetary skills;
 - Excellent communication, interpersonal, decision-making, and leadership skills;
 - An ability to create an open organizational climate through shared governance;
 - A record of service that shows high integrity, authenticity, transparency, and honesty which will engender the respect of the faculty, students, alumni and other communities;
- A leader who is proactive and who is not fearful of taking action and challenging norms;
 - A demonstrated record of success as a leader and manager, whether in higher education, and especially at a law school, or in other fields of legal and public service that would transfer well to a law school environment;
 - Among valuable law school-specific experience, two important areas are:
 - » Strong knowledge of the American Bar Association Law School accreditation standards, rules, and practice as well as the AALS standards and other accreditation standards; and
 - » Familiarity with the marketing, recruiting, and admissions processes.



ABOUT NORTH CAROLINA CENTRAL UNIVERSITY

North Carolina Central University is a top-ranking historically black university founded in 1910 in Durham, North Carolina, by pharmacist and religious educator Dr. James E. Shepard. The university serves as a hub for intellectual dialogue and discourse and a source of academic distinction and game-changing innovation for North Carolina, the United States and the world.

NCCU is the oldest publicly-funded liberal arts college for African-Americans in the nation and is part of the 17-campus University of North Carolina System. The UNC system is headed by a president and is overseen by the UNC Board of Governors, while NCCU also has its own Board of Trustees. Currently, NCCU enrolls over 6,400 undergraduate students, and nearly 1,800 graduate and professional students in over 80 degree programs. NCCU is accredited by the Southern Association of Colleges and Schools Commission on Colleges and many of the university's individual programs hold program accreditations as well. The university confers degrees through the College of Arts and Sciences, the College of Behavioral and Social Sciences, the School of Business, the School of Education, the Department of Nursing, the School of Library, and Information Sciences and the School of Law.

NCCU became the first state-supported university in North Carolina to require community service for graduation. On average, students contribute more than 109,000 of public service hours, which is valued at \$5.2 million in return to the surrounding economy. Identified as a Community Engaged Institution by the Carnegie Foundation for the Advancement of Teaching, the NCCU community lives by the institution's motto of "Truth and Service."

Mission

North Carolina Central University, with a strong tradition of teaching, research, and service, prepares students to become global leaders and practitioners who transform communities. Through a nationally recognized law school, highly acclaimed and innovative programs in visual and

performing arts, sciences, business, humanities and education programs, NCCU students are engaged problem solvers. The University advances research in the biotechnological, biomedical, informational, computational, behavioral, social and health sciences. Our students enhance the quality of life of citizens and the economic development of North Carolina, the nation and the world.

Chancellor Johnson O. Akinleye

Johnson O. Akinleye, Ph.D., was appointed as the 12th Chancellor of North Carolina Central University (NCCU) on June 26, 2017. Under his leadership, NCCU has increased enrollment to over 8,200 students, developed three new major capital projects, and secured approval for NCCU's Millennial Campus Designation in October 2018, making the institution the first Historically Black College and University in the University of North Carolina System to gain the designation as a single institution. Dr. Akinleye is also leading the development and implementation of a new five-year strategic plan, a new 10-year master plan, and a comprehensive \$3 million campus security initiative. In 2017, Dr. Akinleye launched "The Eagle Promise," which are four priorities to ensure NCCU students matriculate and, ultimately, graduate from the institution.

About Durham

North Carolina Central University is in Durham, in the central region of North Carolina. Research Triangle Park (RTP), the world's largest, university-related research park, is miles from NCCU. In the past decade, Durham has grown to become a global center for information technology, biotechnology, pharmaceuticals, and medicine. Durham is accessible via two, major Interstate highways, I-40 and I-85, and is served by Raleigh-Durham International Airport (RDU). Durham is also home to Duke University, an institution NCCU collaborates with often.

For additional information about the city of Durham, visit <https://www.discoverdurham.com/>.

APPLICATION AND NOMINATION PROCEDURE

The search is being assisted by Academic Search, Inc. For a confidential discussion of this position prior to applying or nominating, please contact John Garland, Senior Consultant, jwg@academic-search.com or William F. Howard, Vice President and Senior Consultant, wfh@academic-search.com.

The position will remain open until filled, but only applications received by August 26, 2019 can be assured full consideration. Materials should include 1) a letter of interest addressing how the applicant meets the qualifications and the responsibilities described above, 2) a curriculum vitae or resume, and 3) a list of at least five professional references with full contact information and a note explaining their relationship to the candidate. Materials may be sent to NCCULawDean@academic-search.com.

North Carolina Central University values diversity and is committed to equal opportunity for all persons regardless of age, color, disability, ethnicity, marital status, national origin, race, religion, sex, sexual orientation, veteran status or any other status protected by law. Moreover, North Carolina Central University is open to people of all races.



ABOUT ACADEMIC SEARCH

Academic Search, Inc. is assisting North Carolina Central University in this work. For more than four decades, Academic Search has offered executive search services exclusively to institutions of higher education. Academic Search was founded on the principle of strengthening higher education leadership through professional search services. We are the only search firm in the nation with a formal relationship to a premier leadership development program. As the subsidiary of the American Academic Leadership Institute (AALI), Academic Search provides substantial financial support to a number of leadership identification, development, and support programs across all sectors of public and private higher education. For more information, visit <http://www.academic-search.com/>.

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assisting in ENRICHING
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of potential leaders
in higher
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