



Search for the Dean  
University of the Pacific, McGeorge School of Law

The University of the Pacific seeks an exceptional leader to serve as the next dean of the McGeorge School of Law commencing on or before July 1, 2025. The successful candidate will be a creative, dynamic and visionary leader who will accelerate the law school's upward trajectory engaging the McGeorge community and guiding the school in achieving elevated levels of excellence and impact.

McGeorge's outstanding location in Sacramento, the capital of California, the 5<sup>th</sup> largest economy in the world, provides an unparalleled level of access and complexity within which to train, engage diverse viewpoints, and gain practical experience. The school's strategically beneficial location has allowed programming to flourish in public policy, international law, business law, trial advocacy and water/environmental law – a wholly unique suite of academic offerings for an American law school. McGeorge has earned a strong reputation in California and internationally for producing well-prepared, practice-ready lawyers. The diversity of the student body at McGeorge is another key strength, with over half of students identifying as students of color and 40% identifying as first-generation students. McGeorge consistently hits JD enrollment targets, attracts a robust community of international students that brings an extraordinary diversity of viewpoints and experience to the campus, and offers degrees in public policy and public administration that further broaden its appeal and impact. McGeorge is well-positioned to become an exceptional, attractive venue for a relevant and impactful legal education in the Western United States and beyond. The dean will build upon the considerable strengths of the law school to drive its next chapter of success and impact, with particular focus on enhancing job placement and bar passage rates and building upon the distinct set of programs McGeorge offers.

The next dean will lead the development of a bold, student-centered strategic vision that articulates the value and fundamental importance of the School of Law across the state and nationally. With an engaged alumni base of over 15,000, the dean will also continue to develop resources in service of innovative academic programs and student outcomes. This work will be done in partnership with and in service of the highly committed faculty and staff, with the dean focusing on recruiting and retaining the best academic talent as McGeorge works to reflect its student diversity within its professional ranks. The dean will ultimately serve to strengthen engagement between faculty, university administration, and the legal community, creating partnerships across Pacific and with other institutions in the state, propelling the law

school to even greater heights in its vital mission of serving students and the state of California. In doing so, the dean will address the following key opportunities and challenges:

- Enhancing student outcomes in terms of bar passage and securing employment for graduates
- Raising additional revenues through fundraising and the creation of new, sustainable academic programs
- Integrating McGeorge and aligning its programs with Pacific's ambitious mission and strategic initiatives
- Building on the law school's connections with the bench and bar and policy-making community in the Sacramento area
- Further distinguishing McGeorge from other law schools on the West Coast

The University of the Pacific has retained Isaacson, Miller, a national executive search firm, to assist in this recruitment. A list of the qualifications and characteristics desired, as well as instructions for submitting applications and inquiries, can be found at the conclusion of this document.

## **McGEORGE SCHOOL OF LAW**

Founded in 1924, University of the Pacific, McGeorge School of Law is a private, ABA-accredited law school and a leader in legal education, committed to preparing students to practice law successfully in the 21st century. Its Trial Advocacy, Alternative Dispute Resolution, Legal Writing, and International Law programs are regularly ranked among the top programs in the nation by *U.S. News & World Report*, with the moot court program ranked in the top 10 nationally in 2024. While McGeorge's overall ranking has dipped in recent years due to methodological shifts in calculation of rankings, the school is poised to reverse this recent trend and continue raising its national profile in ways that matter most to students. McGeorge educates lawyers for large and small law firms, government agencies and corporate legal departments in California, across the United States, and around the world. As the world grows smaller yet more complex, McGeorge responds by rigorously training students for leadership positions in the global economy of the 21<sup>st</sup> century.

The law school offers J.D., LL.M., M.S.L., J.S.D degrees, and began offering Masters in Public Policy and Masters in Public Administration degrees over the course of the last decade. These are the only Public Policy Masters degrees in the nation offered within a school of law that also offers an ABA-accredited JD program. Locally, nationally and internationally, generations of leaders are being trained through innovative curriculum and experiential learning programs.

Today, more than 15,000 alumni are making a difference in all 50 states and 68 countries around the world. Their ranks include extraordinary leaders in wide-ranging industries, particularly in government and business. McGeorge has produced over 400 alumni judges, including two sitting Judges of the United

States Court of Appeals for the Ninth Circuit and two now-retired Justices of the California Supreme court. McGeorge takes pride in being the 7<sup>th</sup> largest contributor of all practicing attorneys in the state of California. For additional information on the wide universe of McGeorge alumni making meaningful impact in such roles as United States Representative, state Attorney General, Chamber of Commerce CEO, law firm founder, and New York Times bestseller, please review [this inclusive list](#) of prominent alumni.

McGeorge is situated on Pacific's beautiful 14 acre-campus in the Oak Park neighborhood of Sacramento, consisting of 28 buildings on five city blocks. Ranked in the top 50 best law school spaces nationally by *National Jurist*, the campus facilities include seven large classrooms, 16 seminar rooms, a lecture hall, the Legal Studies Center and Gordon D. Schaber Law Library, a student center, a courtroom, clinical program facilities, faculty and administrative offices, student apartments, and a recreation facility. McGeorge shares the campus with the School of Health Sciences and other graduate programs that Pacific continues to grow, including an MBA program; a Physician's Assistant program; a Master in Organizational Learning and Effectiveness; an Ed.D. in Educational and Organizational Effectiveness; and a Master of Science in Analytics. The campus is physically growing, too – the Center for Physician Assistant Education building opened in 2023, and this year the Pacific Health Care Collaborative opened, bringing dental education to the Pacific Sacramento campus. While these other programs – and their approximately 600 students – share space on the Sacramento campus, they are organized and operated by their respective college or school.

The values of diversity, equity, and inclusion are deeply held within the McGeorge community, with a strong commitment to antiracism. The successful integration of an antiracist approach to course evaluations and faculty self-evaluations is a testament to this commitment. The McGeorge community benefits from regular lecture series on Race, Inequality, and the Law. McGeorge students take advantage of the Center for Inclusion and Diversity (CID) as a drop-in space located upstairs in the Student Center. The Center is open to all students and is staffed by peer volunteers. Students are encouraged to explore the center for kinship and support. Programming from the Center seeks to build community, foster understanding on issues of diversity, and promote an atmosphere of inclusion for all members of the Sacramento campus.

### Faculty and Staff

McGeorge has 37 tenured, tenure-track, or contract professors and approximately 70 staff members and is a highly collegial group, with a culture of community and mutual respect, and a firm commitment to student learning. The faculty is devoted to excellent teaching, consistent with Pacific's core value of providing a student-centered learning experience. Teaching at McGeorge is highly interactive, aided by classroom configurations that facilitate student discussion. The faculty seeks to create a learning environment that is both rigorous and supportive.

The scholarly productivity of the faculty is impressive. A notable feature of this scholarship is its focus on books. Three-quarters of the faculty have published books, ranging from scholarly books issued by university presses to casebooks and treatises. McGeorge faculty have earned national and international renown.

The faculty has a strong record of service. Many faculty members have chaired AALS sections, while others have served on AALS and ABA committees. Several are elected members of the American Law Institute, and many are active in the Anthony M. Kennedy Inn of Court, which has received national awards for presenting outstanding programs. Other faculty members have been presidents or officers of legal and governmental organizations at the local, state, national, and international levels; and still others have worked on law reform efforts around the world, ranging from Egypt to Vietnam, or helped to improve legal education in countries such as China and Russia.

McGeorge's highly talented staff members, some of whom have been employees of the school for decades, include many who hold J.D. degrees and are active in their professional communities at regional and national levels. Their dedication contributes to the collegial atmosphere at the school.

#### Students and Programs

McGeorge serves students from across the nation and around the world with six distinctive degree programs. The law school is a close-knit community, where students, faculty and staff form lasting bonds. During the 2023-2024 academic year, McGeorge had approximately 528 J.D. students in its full-time and part-time divisions. The J.D. program consists of 40% first-generation students, and students of color comprise a majority of the student body.

McGeorge awards LL.M. degrees in Transnational Business Practice and in U.S. Law & Policy. In addition, it awards LL.M. and J.S.D. degrees in International Water Resources Law, one of two such programs in the world. Most LL.M. or J.S.D. students are from foreign countries and are exceptionally diverse, generally coming from 10 or more countries each year. They provide the campus with an outstanding international atmosphere and are a committed part of the alumni base.

In recent years, the law school has added three additional degree programs, each with approximately 25 students enrolled:

- The Master of Science in Law (M.S.L.) degree is designed for professionals who seek the benefits of training in legal reasoning and analysis, but who do not require a J.D. degree for their career plans.
- The Master of Public Administration (M.P.A.) degree serves professionals seeking careers in management and leadership positions who advocate for change in making and implementing public policies.

- The Master of Public Policy (M.P.P.) degree prepares professionals for careers in making and effectively implementing public policy decisions.

McGeorge students have a remarkable track record of victory in national and international mock trial, moot court, and alternative dispute resolution competitions, through their participation on approximately 24 teams. In addition, students edit and publish the *University of the Pacific Law Review*. Its annual "Greensheets" issue provides comprehensive analysis of new California legislation. McGeorge also sponsors the on-line *California Initiative Review*, which contains student-written analyses of initiative measures on the California ballot.

The three-city strength of Pacific has been increasingly leveraged in recent years to build expanded cross-collaborations in two new subject areas: healthcare and water/environmental stewardship.

- *Healthcare*: McGeorge developed a concentration in Health Law that prepares students to address the evolving issues that affect the healthcare industry and public health. With strong linkages between health law and health policy, J.D., M.S.L, M.P.A., and M.P.P. students in this program acquire the professional skills to represent individual and institutional clients or to work for state or federal regulatory agencies in this quickly changing field. The program benefits from the law school's long-term academic collaboration with the University of California, Davis Medical Center in Sacramento.
- *Water/Environmental Stewardship*: The McGeorge program in Water and Environmental Law and Policy offers students the opportunity to become experts in this field, which is vitally important in California and other western states. Combining interdisciplinary classes, simulations and case studies, and coursework in and out of the classroom, McGeorge offers an approach unique to other graduate programs in the field.

McGeorge students benefit from a partnership with the [Justice Anthony M. Kennedy Library and Learning Center](#). The Learning Center is located in the library on the first floor of the Robert T. Matsui U.S. Courthouse, the home of the U.S. District Court for the Eastern District of California. The Learning Center's mission is to foster respect for the rule of law and spotlight the independent judiciary's role in protecting the constitutional and civil rights of all.

Another key asset enhancing the student experience is the [California Victims Resource Center](#) located on the McGeorge campus. McGeorge law students, under attorney supervision, provide assistance to victims, their families, service providers, and victim advocates. Primarily through the hotline and chat, Center staff and the McGeorge law students provide legal information and tailored resource referrals to victims and their families, victim service providers, and other victim advocates. In addition to providing information and referrals, the CVRC provides legal research on victims' issues for service providers.

#### Centers of Distinction

McGeorge has three long-established [Centers of Distinction](#) that serve as focal points for scholarship, student learning, and service. These Centers complement the innovative faculty scholarship, comprehensive student education, and wide range of services to the local and global communities that happen at McGeorge. They also afford students the opportunity to delve deeply into specialized areas of legal practice in small classes and policy seminars, through skills practice and competitions, and by means of hands-on learning in externships with courts, the legislature and government agencies. The centers also house institutes and initiatives dedicated to contributing to the growth of the law in particular areas, such as sustainable development and ethics. The three centers are:

- *Capital Center for Law & Policy*: This Center offers a unique blend of courses and experiential opportunities to prepare students for a career focused on shaping public policy in government. Located just a few short miles from the State Capitol and government buildings, McGeorge provides an unparalleled opportunity to impact critical government and public policy issues. McGeorge School of Law was ranked as the No. 4 program in the country for Government Law by preLaw Magazine in 2023.
- *Eglet Center for Advocacy & Dispute Resolution*: This Center prepares students to become outstanding advocates, whether their careers take them to the courtroom, the boardroom or beyond. *U.S. News & World Report* ranked the McGeorge Trial Advocacy Program #9 in the nation in its 2023-24 *Best Graduate Schools* guide. The Eglet Center has an endowment of over \$10 million, with an additional \$5 million scheduled.
- *Global Center for Business & Development*: This Center capitalizes on the global strength of the law school to internationalize the curriculum, promote international law scholarship, and develop innovative legal education initiatives around the world. *U.S. News & World Report* ranked McGeorge's International Law program No. 33 in the nation in the 2024 *Best Graduate Schools* guide.

### Curriculum

The McGeorge J.D. [curriculum](#) is focused on preparing graduates to practice law effectively in the twenty-first century, summarized as "lawyers for what's next."

- *The First Year — A Solid Foundation*: The focus of the first year is on building a solid foundation in the theory of law and mastering legal research and writing. All first-year students have a small-group classroom experience in Global Lawyering Skills I & II, which provides the opportunity to work intensively with a professor on analytical and advocacy skills while also developing legal writing skills. First-year students also take a spring Legal Profession class where they begin to shape their professional identity and bring their professional goals into focus. In the fall semester, a skills course covers topics such as case briefing, note taking, outlining, and writing law school exams. This Analytical Skills Course is fully integrated with a substantive course, such as Torts, Civil Procedure, or Contracts. Statutes & Regulations is also included as a first-year course at McGeorge.

- *After the First Year — A Specialized Path of Study:* Upper-division students choose among a broad array of elective courses where they get to focus on a more specialized path of study. Students may choose to add a [Certificate of Concentration](#), as well as considering [competition teams](#), [law review](#), [externships](#), or [legal clinics](#). The usual course load during upper-level years is 14-16 units (Full-Time) or 9-10 units (Part-Time). Students must complete a total of 88 units, including a minimum of 72 which must be graded units.
- *Experiential Curriculum — Hands-on Legal Experience:* There is no substitute for the real-world knowledge gained through experiential learning. All McGeorge students complete at least two capstone experiences which include [Legal Clinics](#), [Externships](#), and [Moot Court](#) or [Mock Trial](#), as well as additional units of experiential classes where the focus is on learning by doing. Students learn to apply legal theory to practice, develop professional lawyering skills, and become reflective practitioners and lifelong learners.

## THE UNIVERSITY OF THE PACIFIC

The University of the Pacific (Pacific) has been a pioneer since its founding in 1851 as California's first university, one year after statehood. Pacific has long distinguished itself as one of the West's most distinctive, student-centered national universities. The university launched the first medical school and the first conservatory of music in the West, and in 1871 it was the first independent, coeducational university campus to enroll women. Pacific was also the first to introduce the "cluster college" concept in the West, modeled after Oxford and Cambridge in England. More recently, Pacific attracted national attention for its [four-year graduation guarantee](#).

Today, Pacific offers over 80 undergraduate majors and academic programs and 30 graduate programs in 10 schools and colleges. The university enrolls approximately 6,755 students taught by about 830 faculty members. Pacific is renowned for its emphasis on student-centered learning, a diverse student body, a broad slate of course offerings, small class sizes, and extensive study abroad and hands-on learning opportunities. Pacific is also recognized nationally for its general education programs and internationally for its academic programs in law and in health-related fields, particularly dentistry and pharmacy. Pacific also offers [accelerated academic programs](#) that enable students to enter the job market faster than students from traditional programs.

Pacific provides a superior, student-centered learning experience that integrates liberal arts and professional education. With campuses in three important California cities—Stockton, Sacramento and San Francisco—Pacific occupies a singular position in higher education as the state's only private, three-city university. The McGeorge School of Law is primarily situated on the Sacramento in close proximity to the State Capital, but offers opportunities at all three. The campuses are united by one common goal: to educate and prepare the leaders of tomorrow through intensive academic study, experiential learning and service to the community and the dean will play a role in achieving those objectives. Pacific is a nimble three-city university that is highly responsive to the changing landscape of higher education, with an



emphasis on student success, innovation in instruction, reaching new student populations, and meeting societal and employer needs in each of its three host cities and beyond in the broader region.

Pacific has been hailed by *U.S. News & World Report* as a "Great School at a Great Price," consistently appearing on that publication's "Best Value" list. Pacific was ranked 3<sup>rd</sup> among private California universities by *U.S. News & World Report* in 2023.

Each of Pacific's three campuses has a distinctive character. In addition to the Sacramento campus described earlier in this document:

- *Stockton campus:* The Stockton campus is home to the following academic units: the College of the Pacific, the university's college of arts and sciences; the Gladys L. Benerd School of Education; Conservatory of Music; Eberhardt School of Business; School of Engineering and Computer Sciences; and Thomas J. Long School of Pharmacy and Health Sciences; and the university administration. Over 5,000 students are enrolled on this campus. It is a picturesque, tree-lined, traditional brick and ivy campus, which served as the shooting location for many Hollywood films, including *Raiders of the Lost Ark*.
- *San Francisco campus:* This urban venue is housed within a modern seven-story building in the "South of Market" district, with 395,000 square feet of space. The building is occupied primarily by the Arthur A. Dugoni School of Dentistry. Pacific recently added graduate programs in Audiology, Data Analytics, Food Studies and Music Therapy at this location. There are approximately 600 students on this campus.

## LEADERSHIP

Christopher Callahan became Pacific's 26th president July 1, 2020. He joined Pacific after more than 25 years in higher education leadership, most recently as the founding dean of the Walter Cronkite School of Journalism and Mass Communication at Arizona State University, CEO of the university-owned Arizona PBS station and vice provost for ASU's downtown Phoenix campus. He went to ASU from the University of Maryland at College Park, where he served as associate dean of the Philip Merrill College of Journalism and senior editor of *American Journalism Review*.

A first-generation college graduate, the New York native earned his BS degree in journalism from Boston University's College of Communication and an MPA from Harvard University's John F. Kennedy School of Government. Before entering higher education, Callahan was a journalist for The Associated Press in Washington, D.C., and state capitals in New England.

Callahan has set the ambitious goal of Pacific becoming the best student-centered comprehensive university in the nation within a decade. He set out a series of pillars for the university to build upon: the



personalized learning that is a hallmark of Pacific, expanded real-life learning opportunities coupled with service to communities, accelerating the pace of innovation and becoming a model for diversity, equity and inclusion. Callahan has moved quickly to recruit top new leaders from institutions such as UCLA, Occidental College and Harvey Mudd College.

Gretchen [Edwalds-Gilbert](#), Provost and Executive Vice President for Academic Affairs, oversees the schools and colleges at Pacific. Before joining Pacific in summer 2023, Edwalds-Gilbert served for six years as associate dean of the faculty at Scripps College, the No. 2 academic post at the all-women's liberal arts college, one of the five Claremont Colleges in southern California. Most recently she served for 15 months as acting vice president for academic affairs and dean of faculty, the college's top academic post. She also has extensive experience working across all five of the Claremont schools. A molecular biologist who earned a Ph.D. from Weill Medical College of Cornell University/Sloan-Kettering Institute and a B.A. in biology from Swarthmore College, she served as a biology professor on the faculties of Scripps, Pitzer and Claremont McKenna. She also is a visiting scientist at the Beckman Research Institute of the City of Hope and was a Fulbright Scholar at the University of Warsaw Institute for Genetics and Biotechnology in Poland.

## **ROLE OF THE DEAN**

As the chief executive and academic leader of the McGeorge School of Law, the dean sets the standard for intellectual engagement and accomplishment by providing strategic leadership for and operational management of academic programs. The dean will be an accessible leader dedicated to collaboratively charting McGeorge's path toward continued success, broad recognition, and even stronger student outcomes. The dean will marshal the full capacity of the law school to nurture McGeorge's relationships in Sacramento, ensuring continued partnerships, ample learning experiences, and driving new opportunities for connection. The dean represents the School of Law on all university matters and will work collaboratively across the university and all academic units to fulfill the many aspirations of the school and the university, including contributions to interdisciplinary programs, simplifying the path from undergraduate studies to law school, and the recruitment and retention of excellent faculty and staff colleagues. The dean must also demonstrate a sincere commitment to equity, diversity, and inclusion. Lastly, the dean will serve as McGeorge's tireless advocate, pursuing a robust development program to continue building the school's resources and articulating its contributions to local, state, regional, national, and international communities.

Reporting to the Executive Vice President and Provost, the dean will collaborate with fellow deans and leaders across the university on interdisciplinary programs, joint faculty appointments, and new academic initiatives. The dean will oversee an operating budget of approximately \$20 million and be supported by a leadership team of academic and administrative leaders who assist with the operations of the school.

## **KEY OPPORTUNITIES AND CHALLENGES FOR THE DEAN**

### ***Enhancing student outcomes in terms of bar passage and securing employment for graduates***

The law school has a strong reputation for producing high quality practice ready attorneys and other professionals in California and at the international level and is intentionally engaged in raising its profile at the national level. This will in part be accomplished by bolstering an integrated, school-wide approach to the changing legal employment market, with the goal of increasing bar passage and job placement rates for recent graduating classes. Working with the alumni, faculty, and staff, the Dean will demonstrate a commitment to excellence in legal education and scholarship that prepares McGeorge graduates for competitive and successful careers, taking the lead in developing additional strategies toward this goal. Working with all parts of the law school community, the dean will also use creativity and energy to tell the McGeorge story which will improve its national profile.

### ***Raising additional revenues through fundraising and the creation of new, sustainable academic programs***

The law school must largely be self-sustaining, generating its own revenue from tuition, contracts, grants, donations, and other sources. The dean will be a strategic steward and generator of resources, bringing fundraising skill and fiscal management ability. As the voice and face of McGeorge, the dean will be responsible for attracting the next generation of donors while nurturing relationships with those already established, largely through communicating an exciting vision for the future of the school. Success in this arena will sustain the law school's ability to continue to grow innovative academic programs, student support, and clinical programs. Increased resources will also allow the school to remain competitive in the recruitment and retention of a world-class faculty and staff.

### ***Integrating McGeorge and aligning its programs with Pacific's ambitious mission and strategic initiatives***

The growth of graduate offerings on the Sacramento campus and development of innovative and interdisciplinary programs at all campuses are high strategic priorities for the University of the Pacific. The development of new programs on the Sacramento campus offers Pacific the opportunity to become a premier educator in graduate and professional studies at the intersections of law, policy, health and management, with corresponding benefits to the law school and the community. Opportunities for McGeorge also exist on the San Francisco and Stockton campuses. The dean will work collaboratively with Pacific leadership to maximize opportunities to leverage University resources to further anchor McGeorge's role in Sacramento, develop a diverse portfolio of academic programs that are part of the changing brand of the Sacramento campus, and strengthen Pacific as a university operating on all three campuses to better serve the needs of California.

Furthermore, during this pivotal time in higher education, President Christopher Callahan is guiding the University of the Pacific to become a model antiracist university and national leader on diversity, equity and inclusion in higher education. With a demonstrated and deep commitment to community-building and inclusive teaching, the dean will lead and partner with students, faculty, and staff in the continuous pursuit of making McGeorge not just a diverse space, but one that is genuinely welcoming and that supports each member of the community in doing their best work.

***Building on the law school's connections with the bench and bar and policy-making community in the Sacramento area***

As the only law school with an ABA-accredited JD program, as well as programs in public policy and administration, located in the capital of the nation's largest state, McGeorge is uniquely situated to bolster its academic offerings through engagement with the local bench, bar, government, healthcare, and advocacy communities in Sacramento. The academic, clinical, and experiential pursuits of the law school take advantage of these connections, and the next dean will prioritize further engagement with these communities to enhance the learning experience for all students and strengthen the institutions they serve.

Further, the dean will engage with McGeorge's vibrant and engaged alumni community, whose work spans public and private legal fields across the state and country, to maintain a connection to the school and offer opportunities for alumni to participate in McGeorge activities and offer support. A visible and engaged leader, the dean will spend time forging connections with both alumni and donors from across the country and the world.

***Further distinguishing McGeorge from other law schools on the West Coast***

McGeorge is proud of its distinctive academic programs. The dean will work with the faculty to enhance the quality of these programs and to develop new academic initiatives and experiential learning opportunities to ensure that the education McGeorge provides is responsive to transformations in the legal profession and attractive to well-qualified applicants. The Capital Center for Law and Policy, the Eglet Center for Advocacy and Dispute Resolution, and the Global Center for Business & Development enrich the academic pursuits of the law school community, housing Institutes and Initiatives dedicated to contributing to the development of the law in particular areas, including sustainable development and ethics. These distinguish McGeorge as a law school committed to helping its graduates find employment in a broad array of fields, and the dean will work to further elevate these centers of excellence and develop new areas of focus to respond to the needs of the legal profession and public policy.

## QUALIFICATIONS AND CHARACTERISTICS

Pacific seeks a visionary Dean with exceptional leadership credentials to meet the opportunities and challenges outlined above and to lead the law school into the future. Candidates must possess a J.D. and be able to satisfy the requirements for a tenured professor in the School of Law. The ideal candidate will possess many of the following qualifications and characteristics:

- A strong scholar and intellectual leader with a demonstrated record of advancing excellence in both scholarship and teaching;
- Ability to foster an intellectual environment where diverse points of view and approaches to legal problems are valued;
- Strong organization, administrative, management, and executive skills;
- Demonstrated capacity for inspirational leadership;
- Strong record of support for:
  - Teaching and clinical legal education;
  - Community service;
  - Research, scholarship and creative activity;
  - Academic freedom
- Demonstrated commitment to diversity, equity, inclusion, and student success, as well as working with broadly diverse communities;
- Engaged, collegial, and accessible leadership style that values collaboration and seeks input from stakeholders;
- Demonstrated ability to partner effectively with the President, the Provost, Deans, and other members of the University's senior leadership team;
- Ability to communicate McGeorge's distinct vision for legal education to multiple diverse constituencies, both internally and externally;
- A demonstrated track record of achievement as a strong and collaborative leader and administrator, with a demonstrated record of advancing open inquiry and academic freedom as well as equity, diversity, and inclusion;
- Capacity to navigate a large private university and to build and maintain cross-school partnerships;
- Proven success in — or aptitude for — external and alumni relations and development;
- Nuanced understanding of the current challenges facing legal education and higher education.

## COMPENSATION AND LOCATION

The anticipated salary range for this position is \$360,000 to \$400,000 annually. When extending an offer of employment, the University of the Pacific considers factors such as (but not limited to) the scope and responsibilities of the position, the candidate's work experience, education/training, key skills, internal

peer equity, federal, state, and local laws, contractual stipulations, grant funding, as well as external market and organizational considerations.

The McGeorge School of Law is located on the University of the Pacific's 14-acre campus in the historic Oak Park region of California's dynamic capital, Sacramento. Sacramento is a vibrant and engaged community located in the heart of California's Central Valley, at the confluence of the Sacramento and American Rivers, with nearly 300 days of sunshine each year and beautiful tree-lined neighborhoods. *Time* magazine lauded it as "America's most diverse city," while *Newsweek* called it one of the "Ten Best Cities" in the United States. Sacramento is America's Farm-to-Fork Capital, with plentiful farmers' markets and home-grown breweries. Sacramento is the fastest-growing major city in California and the state's sixth most populous city, as well as the seat of the California Legislature and the Governor of California. It is a family-friendly city that offers easy access to local skiing, hiking, and other recreation – the law school is a 90-minute drive from the San Francisco Bay area and the Napa Valley, and a 2-hour drive from Lake Tahoe and Sierra Nevada ski resorts

#### **APPLICATIONS, INQUIRIES, AND NOMINATIONS**

Screening of complete applications will begin immediately and continue until the completion of the search process. For optimal consideration, please apply by **October 13**. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website for the search: <https://www.imsearch.com/open-searches/university-pacific-mcgeorge-school-law/dean>.

Electronic submission is strongly encouraged.

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*In keeping with its long-standing traditions and policies, the university considers students, employees, applicants for admission or employment, and those seeking access to university programs on the basis of individual merit. The university does not discriminate on the basis of race, sex/gender, sexual orientation, national origin, ancestry, color, language use, religion, religious creed, age, marital status, gender, gender identity, gender expression, cancer-related or genetic-related medical condition, disability, pregnancy, perceived pregnancy, citizenship status, military service status, or any other status protected by law (including Title IX of the Education Amendments of 1972).*