



Director of Clinical Programs
William & Mary Law School
Williamsburg, VA

THE SEARCH

William & Mary Law School (Law School), the first law school in the United States, seeks an entrepreneurial leader committed to experiential learning and public good to serve as the next Director of Clinical Programs (Director). This leader will expand the breadth and impact of clinical offerings, strengthen public service and experiential learning, and elevate the clinics' role within the Law School and broader community.

The Law School is distinguished by its "Citizen Lawyer" philosophy, rigorous academics, and a robust clinical program that is central to its mission of public service and experiential learning. The clinical programs offer students hands-on opportunities to serve real clients, address unmet legal needs, and develop practical skills under the guidance of expert faculty mentors, with clinics spanning areas such as appellate advocacy, community law, domestic violence, immigration, innocence projects, veterans' benefits, special education, and elder and disability law. These clinics not only prepare students for impactful legal careers but also provide thousands of hours of pro bono service annually, reinforcing the school's commitment to community engagement and professional responsibility.

Reporting to the Vice Dean and overseeing eight clinics, the Director will have the opportunity to shape the future of clinical education and build their own clinic from the ground up. Clinical education is a core priority of the Law School and an essential part of its mission to prepare students for public service and impactful legal careers.

This position comes at a time of strong demand from students for expanded clinical offerings, creating space for innovation in areas such as transactional law and criminal law. For legal educators and leaders, this role presents an opportunity to advance a program that combines academic rigor with real-world impact—at a law school renowned for excellence and a deep commitment to the public good.

The successful candidate will be an accomplished legal educator with substantial experience in program development and administrative leadership. As Director, this individual will provide strategic vision to shape the future of clinical programs, champion the clinics' impact within and beyond the Law School, and foster academic excellence and innovation. By securing essential resources and cultivating a collaborative team of clinic directors, the Director will ensure that W&M's clinics remain a dynamic and integral part of experiential learning and public service.

ABOUT WILLIAM & MARY

[William & Mary](#) (W&M), founded in 1693 by a royal charter from King William III and Queen Mary II, holds the distinction of being the second-oldest higher education institution in the United States—a legacy rooted in plans dating back to 1618.

Today, W&M thrives as a top-tier public research university, designated “R1” for its robust research initiatives, while maintaining its liberal arts roots and fostering close student-faculty interactions. With more than 7,000 undergraduates and 2,700 graduate students, it offers over 115 undergraduate majors and minors, as well as graduate and professional programs across six schools—including Arts & Sciences, Business, Marine Sciences, Computing & Data Sciences, Education, and Law.

ABOUT THE LAW SCHOOL

[William & Mary Law School](#) (Law School), the first law school in the United States, is renowned for its historic legacy and its innovative approach to legal education. The school is distinguished by its “Citizen Lawyer” philosophy, which emphasizes not only legal expertise but also public service, ethical leadership, and a commitment to the greater good. Consistently recognized among the nation’s top law schools, W&M has earned accolades for its outstanding faculty, rigorous academics, and robust clinical programs. The school is regularly ranked among the top 40 law schools nationally by U.S. News & World Report, and its programs in legal writing, constitutional law, criminal law, and clinical training are frequently cited for excellence. This blend of tradition and forward-thinking pedagogy makes W&M a unique and highly respected institution in American legal education.

The Law School frames its [curriculum](#) around the ideal of the Citizen Lawyer, pairing rigorous doctrinal training with immersive skills development. First-year students complete the foundational courses—civil procedure, constitutional law, contracts, criminal law, property, and torts—while simultaneously entering a signature [Legal Practice Program](#) that trains them to research, write, interview clients, and negotiate with real-world authenticity. In the second and third years, students choose from nearly 100 electives across modern practice areas, and many deepen their experiential learning through externships and [clinics](#). This blend of classroom excellence, supervised practice, and reflective mentorship is central to W&M’s identity and to how it prepares graduates for leadership in the profession.

The Law School’s [faculty](#)—described as “First in Law, First in Impact”—combines national scholarly influence with a tradition of teaching and service. Students study with prominent legal scholars and

seasoned practitioners whose work shapes courts and policy, and whose mentorship is a defining feature of the school's culture.

Admissions are competitive, with thousands of applications annually to an entering J.D. class. The Law School's student body is a dynamic and professionally diverse community of approximately 500 J.D. students. Many students bring substantial experience to their studies—65% of new students have post-graduate work experience, 8% hold advanced degrees, and seven are active-duty service members or veterans. [Student life](#) is animated by dozens of organizations, a supportive campus in Williamsburg, and experiential opportunities that help translate academic learning into professional traction.

CLINICAL PROGRAMS

William & Mary Law School's [clinical program](#) is a cornerstone of its commitment to experiential learning, professional responsibility, and public service. Through a robust suite of clinics, second- and third-year students step beyond the classroom to serve real clients, address unmet legal needs, and develop the practical skills and ethical judgment essential for effective lawyering. Under the close mentorship of expert faculty, students handle cases, represent clients in court, and grapple with complex legal issues—preparing them to become not only skilled advocates but also compassionate, service-oriented leaders.

The clinics offer students invaluable opportunities to practice lawyering skills in real-world contexts, from interviewing clients and drafting legal documents to arguing before appellate courts. This hands-on experience strengthens students' confidence, sharpens their judgment, and instills a deep sense of professional responsibility. For the school, the clinics enhance its reputation for producing practice-ready graduates and reinforce its mission of service to the community, as students collectively provide thousands of hours of pro bono legal assistance each year. Below is a brief description of each clinic:

- **[Appellate & Supreme Court Clinic:](#)** Students litigate appeals in the U.S. Supreme Court and federal courts of appeals, authoring briefs, preparing oral arguments, and sometimes appearing before appellate judges.
- **[Community Law Clinic:](#)** Students provide housing and family law services to low-income Hampton Roads residents by partnering with local organizations, representing clients, offering rights-education programs, and conducting extensive community listening to address critical civil legal needs.
- **[Domestic Violence Clinic:](#)** Students counsel and represent victims of domestic violence, conducting interviews, offering legal advice, and advocate for protective orders in court.
- **[Immigration Clinic:](#)** Students counsel and represent noncitizens in the greater Hampton Roads with a focus on aiding immigrants seeking asylum, protections under the Violence Against Women Act, U visas (victims of crime), lawful permanent residency, work authorization, and naturalization.

- **Innocence Project Clinic**: Students investigate and research claims of actual innocence by inmates, reviewing trial records, interviewing witnesses, and seeking exoneration for the wrongly convicted.
- **Lewis B. Puller, Jr. Veterans Benefits Clinic**: Students help veterans secure disability compensation from the Department of Veterans Affairs, working with clients, medical records, and healthcare providers. The clinic is nationally recognized for its interdisciplinary approach and partnerships.
- **Low Income Tax Clinic**: Students represent low-income Virginia taxpayers before the IRS and in U.S. Tax Court while learning federal tax practice and procedure through a combined seminar and practicum.
- **Special Education Advocacy Clinic**: Students provide legal and practical guidance to families navigating special education challenges, ensuring children's educational rights are protected.

FINANCES

With an operating budget of over \$40 million, the Law School's funding base is anchored by enrollment and supplemented by approximately \$6 million in annual private donations and grants, reflecting diversified but predominantly institutional support. On the spending side, the most significant investments are in instruction, academic support, and financial aid, signaling a strong commitment to teaching quality and student affordability. Overall, the budget portrays a stable financial position oriented toward core academic delivery and student aid, underpinned by reliable institutional revenues.

ROLE OF THE DIRECTOR

The Clinical Program Director at William & Mary Law School is responsible for managing a dynamic program comprising eight clinics. The Director will report to the Vice Dean and will be a 12-month faculty member with security of position. The Director will be classified as a Clinical Professor of Law. In addition to managing the clinical program, the Director will personally direct a clinic or center and teach a fall and spring clinical course. The Director will be responsible for maintaining a robust and diverse clinical program by supporting existing clinics and clinical faculty, developing new clinics as needed, and setting strategic goals for the future of the clinical program and its faculty. The Director will be responsible for managing and supervising all aspects of clinical program administrative operations. The Director will oversee communication and marketing for the clinical program. The Director will also be responsible for developing and executing fundraising initiatives in partnership with the Law School administration and through grant-writing efforts.

KEY OPPORTUNITIES FOR THE DIRECTOR

Shape the future with visionary, long-term leadership.

The Director will bring forward-thinking leadership to define and guide the clinics' direction within the law school while respecting their unique identities. The Director will develop and clearly articulate an overarching vision for clinical education—one that aligns with the school's mission and anticipates future needs. Strategic planning will be central to this role, ensuring effective allocation of resources, enhancing visibility, and integrating clinical programs with broader institutional goals. At the same time, this leader will foster coordination among clinics without imposing uniformity, creating a collaborative environment grounded in shared purpose and mutual respect. By combining vision with strategy, the Director will position clinical programs to thrive and adapt in a changing legal landscape.

Amplify and advocate for the work and impact of the clinics.

The Director will raise the profile of the clinical program by prioritizing clear, compelling storytelling about the clinics' work. This includes communicating the public interest mission effectively and partnering with the Law School's and the university's communications teams to secure media coverage that highlights the clinics' contributions and impact. Acting as a connector and liaison, the Director will strengthen coordination and communication between the clinics and the broader Law School and W&M community, ensuring they feel fully integrated into campus life. In addition, the Director will advocate for a variety of issues from program innovation to the protection of academic freedom in case selection. By navigating institutional processes, the Director will work to increase clinic credit loads and expand substantive experiences, enhancing the program's prestige and competitiveness among peer institutions. Through these efforts, the Director will position the clinics as a vital, visible component of the Law School's academic mission.

Nurture academic excellence, growth, and innovation.

The Director will be a strong teacher and clinician, ensuring that student learning remains at the center of every decision. This role will ensure a high-quality student experience in clinics while striking a balance between hands-on teaching and administrative oversight. The Director will champion experiential learning and clearly communicate its value within legal education, reinforcing its role as a cornerstone of professional development. Looking ahead, the Director will lead efforts to create new clinics and expand offerings in areas such as transactional law and criminal law, while responding to growing demand for immigration law and other high-interest fields. These initiatives will avoid duplication and instead focus on additive opportunities that broaden student access and enrich the curriculum.

Secure and sustain program resources.

The Director will build a robust infrastructure to support sustainable funding and staffing for the clinical program, including hiring fellows and instructors who can teach and engage directly with the community. This role will elevate the program's profile locally, statewide, and nationally, positioning the clinics as

recognized providers of legal services and advocates for underserved populations. Fundraising will be a key priority, encompassing grants, donor engagement, and strategic partnerships. Working closely with the Law School's Office of Advancement, the Director will keep materials current and ensure resources are secured for clinics and personnel.

Develop and retain clinical faculty.

Beyond providing administrative support, the Director will foster a sense of community among clinical faculty and staff by building and managing collaborative teams, as well as creating spaces for shared learning and innovation. The Director will also be responsible for identifying and recruiting adjunct faculty to teach courses taught by adjuncts and will lead efforts to hire and retain full-time clinical faculty as needed. By helping recruit, develop, and retain clinical faculty, the Director will enable them to deliver a high-quality student experience and sustain the long-term success of the clinical program.

QUALIFICATIONS AND CHARACTERISTICS

- JD from ABA-accredited law school, with a record of academic achievement.
- 7 years directing a legal clinic or equivalent relevant practice experience.
- Admission to the Virginia Bar or willingness to become a member.
- A record of clinical teaching and leadership preferred.
- Visionary and passionate about experiential legal education.
- Outstanding oral and written communication skills.
- Demonstrated success with grant-writing and fundraising preferred.
- Strong interpersonal skills—inclusive, team-focused, and supportive.
- Commitment to a collegial culture and ability to thrive in a small, collaborative environment.
- Expertise in relationship-building, team leadership, and program development.
- Skilled in delegation, centralized oversight, and effective coordination.
- Ability to manage personnel and ensure compliance.
- Highly organized and detail-oriented.

LOCATION

Williamsburg, Virginia, is a city renowned for its rich historical heritage and convenient accessibility. At its center is Colonial Williamsburg, a living history museum that preserves 18th-century architecture and streets, where interpreters demonstrate aspects of early American life. Williamsburg is located within driving distance of Richmond and Norfolk, providing access to larger urban centers. Transportation options include Interstate 64, Amtrak service, and nearby airports such as Newport News/Williamsburg International Airport and Richmond International Airport. This combination of historical preservation and modern infrastructure makes Williamsburg a city where heritage and contemporary life are closely connected.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website:

<https://www.imsearch.com/open-searches/william-mary-law-school/director-clinical-programs>

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Isaacson, Miller

EEO is the Law. Applicants can learn more about William & Mary's status as an equal opportunity employer by viewing the "Know Your Rights" poster published by the U.S. Equal Employment Opportunity Commission. <https://www.eeoc.gov/know-your-rights-workplace-discrimination-illegal>

Non-Discrimination Notice:

In accordance with state and federal law, William & Mary does not discriminate in its programs, activities, or employment practices on the basis of race, color, religion, ethnic or national origin, sex, pregnancy, childbirth or related medical conditions, age, marital status, sexual orientation, gender identity, military status, disability, citizenship status, or predisposing genetic characteristics.

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