



**Associate Dean for Diversity, Equity, and Inclusion
Northwestern University, Pritzker School of Law
Chicago, IL**

THE SEARCH

Northwestern Pritzker School of Law (the Law School) seeks a collaborative, action-oriented leader to serve as Associate Dean for Diversity, Equity, and Inclusion (Associate Dean). The Associate Dean will serve as a key partner to the dean and as member of the senior leadership team. This leader will collaborate with the dean, other senior leaders, faculty, staff, students, and alumni to advance the law school's commitment to diversity, equity, and inclusion and make the law school a more welcoming and inclusive environment. This is an incredible opportunity to directly impact diversity, equity, and inclusion and social and racial justice at one of the top law schools in the country, as well as more broadly. The Associate Dean will be supported to make progress at the Law School and in local, state, national, and international leadership on these issues.

The Law School has deep roots in social justice work. In 1919, Dean John Henry Wigmore required that all students be exposed to the practical side of the law through work at Chicago's free legal services agencies. Students at the Law School continue this work today, reforming laws and advancing justice and access to justice in Chicago and beyond through the top-ranked Bluhm Legal Clinic and Center for Public Interest. Northwestern Pritzker School of Law was one of the first law schools in the country to establish an associate dean position and office to address issues of diversity, equity, and inclusion. Advancing the work of diversity, equity, and inclusion is, and continues to be, a key goal of the law school. The administration is committed to concrete action grounded in listening and hearing rather than performative, and largely symbolic, initiatives.

The Law School is seeking candidates who will collaboratively develop and implement a strategic plan and accompanying action and programming to advance diversity, equity, inclusion, and engagement as a key part of the law's school strategic plan; support efforts to recruit, develop, and retain diverse faculty, staff, and student body; advance efforts to strengthen the sense of belonging among an increasingly diverse community; develop ways to foster the engagement of faculty, staff, students, and alumni in DEI work; and provide thought-leadership and cultivate key partnerships internally and externally.

Northwestern Pritzker School of Law has retained the executive search firm Isaacson, Miller to assist with this important recruitment. Instructions for applying, nominating, or inquiring about the position can be found towards the end of this document.

NORTHWESTERN PRITZKER LAW SCHOOL

Originally founded in 1859 as the law department of Chicago University, the Law School was the first law school established in the city and has been known by a few names during its 162-year history. In 1873, the Law School affiliated with Northwestern University and renamed itself the Union College of Law. When Northwestern assumed total control of the school in 1891, it became the Northwestern University School of Law. On October 22, 2015, Law School alumnus J.B. Pritzker (JD '93) and his wife, M.K. Pritzker, gave \$100 million to significantly advance the school's mission and vision. In recognition of this extraordinary gift, the Law School was named the Northwestern Pritzker School of Law.

Today, the Law School is ranked #9 in the *U.S. News and World Report* "Best Law Schools" list and is ranked #2 in the country for student to faculty ratio. The Law School's JD Program is accredited by the American Bar Association and is a member of the Association of American Law Schools. The Law School offers three degree programs, a traditional [JD program](#), a [LLM program](#), and a [Master of Science in Law](#), with additional joint degrees or concentrations in each.

This year's first year J.D. class (Class of 2024) is the most highly credentialed and diverse class in the Law School's history. They have the highest LSAT scores (171 median) and GPAs (3.86 median), with 56% of the class identifying as female, 44% from traditionally underrepresented groups, and 16% first-generation students. Additionally, this 1L class has the highest percentage of Black and African American students of any of the top 50 law schools in the United States.

In total the Law School currently enrolls 769 students in its JD program. Approximately 47% identify as male, 52% identify as female, and 1% identify as another gender category. Demographically, the total student population is 53% White, 12% Asian, 10% Hispanic, 8% Black or African American, 5% two or more ethnicities, and less than 1% American Indian, Alaska Native, Native Hawaiian, or other Pacific Islander. The remaining 11% of the total student body are nonresident aliens (7%) and those whose race and ethnic identity are unknown (4%).

Faculty and Staff

Northwestern Pritzker School of Law is home to a remarkably engaged and dedicated faculty and staff. The Law School has 113 full-time and 108 part-time faculty members, with an additional 11 librarians and 28 administrators. A very favorable student-faculty ratio (6.8:1) allows law students to form close working and supportive relationships with their professors, further enhancing the Northwestern community. The highly interdisciplinary Research Faculty is engaged in a diverse array of research and scholarship, working at the intersection of law and many other disciplines, including economics, psychology, philosophy, political science, sociology, history, and geography. The Clinical Faculty lead centers and courses that have major impact on law and policy and their clients while teaching students, and the Communication and Legal Reasoning faculty provide our students in foundational legal research and writing skills. Professor of Practice and Lecturers and Senior Lecturers bring important practical knowledge into our classroom and programs. In addition to impactful scholarship, teaching, and clinical work, the faculty also understands the importance of effectively communicating those advances to students, academics, legal and business professionals, and government officials. Northwestern Law faculty members are involved in many scholarly and public policy projects and events both within and outside the University. These include acting as advisors for the student-edited law journals, supervising third-year JD students conducting senior research, organizing [faculty conferences](#) and [workshops](#), participating in

the [Colloquium Series](#), public interest projects in the community, or engaging with the academic community through the various centers and institutes throughout the Law School and University. In addition, they write books and articles, contribute chapters to books, and write Op-Eds for publications aimed at the general public.

The staff is also deeply involved in the life and success of the Law School and will serve as a critical partner to this role through both the [Law School Staff Advisory Council](#) (LSSAC) and the [Staff Equity Alliance](#) (SEA). LSSAC is a group of volunteer staff members who assist, participate, and advise in the decision-making process on issues affecting staff within the Law School community. Their work promotes a more connected and supportive community by advocating for effective communication of policies and procedures, encouraging staff development, and sponsoring staff activities. SEA, which recently celebrated its first anniversary, seeks to serve, in partnership with the Office of Diversity, Equity and Inclusion and senior administrators, as a change agent for the Law School staff community around issues of sustainable and fundamental growth, systemic change, equity, accountability, and inclusive support.

Northwestern Pritzker Law Leadership

Dr. Hari Osofsky became dean of the Law School in 2021. As dean, she is deeply committed to advancing innovation for impact through a process of inclusive collaboration. Her leadership focuses on preparing students to lead in an evolving society and profession; advancing diversity, equity, and inclusion and social and racial justice; learning from the COVID-19 pivots; and innovating through interdisciplinary, multi-stakeholder, and international partnerships. She believes in the importance of learning leadership and partners proactively with the Law School and University leadership teams, students, faculty, staff, and alumni to address issues and make progress.

Dean Osofsky began her career practicing civil rights law, with a focus on environmental justice, and has been deeply involved in advancing diversity, equity, and inclusion and social and racial justice throughout her academic career. In her prior and current academic leadership roles, she has collaborated to develop and advance concrete action steps grounded in active listening in at her institution and nationally. Among her many professional leadership roles, she is a longstanding member of the SALT Board of Governors and a Co-Founder and Advisory Board Member of the ABA Legal Education Police Practices Consortium. Dean Osofsky is also very involved in mentorship and sponsorship to support greater diversity in law school and university leadership.

DIVERSITY, EQUITY, AND INCLUSION AT NORTHWESTERN PRITZKER LAW

Northwestern Pritzker Law prides itself on its active and diverse community, which brings together a passionate and talented group of students, staff, faculty, and alumni. As a diverse community, they recognize that ongoing social inequities, such as racism, misogyny, anti-LGBTQIA+ animus, religious intolerance, and ableism, are not confined to the world outside of academia. These harmful inequities are also embedded in the Law School community itself. While the Law School is educating future lawyers and advocates by giving them the tools to address these issues, it must also face and address the same issues within the institution itself. To be successful, the Law School must continue working to foster a community in which every student, staff, and faculty member—particularly people of color and other underrepresented and historically excluded minorities—feels included, seen, heard, and respected.

The Office of Diversity, Equity, and Inclusion (ODEI) advances this work in collaboration with the Dean, law school leadership, students, faculty, staff, and alumni, with a particular focus on culturally diverse and historically underrepresented ethnic groups. They include African Americans, Asian Americans, South Asian Americans, Latinos, and Native Americans, as well as others who are often underrepresented or marginalized, such as first-generation students, gay, lesbian, and transgender students, students with disabilities, veterans, older students, and students with children. ODEIE provides a full complement of resources for all members of the Law School community, including mental health and wellbeing resources for all students, including those from underrepresented and historically marginalized communities, access to scholarship and fellowship opportunities, and guidance on how to apply for them. The office also supports an extensive list of [student run affinity organizations](#).

In 2016, with the sponsorship and support of both the Law School's Office of Diversity, Equity and Inclusion and the Office of Admissions & Financial Aid, members of the Black Student Initiative Fellowship and the Latino Law Students Association launched the [Pathway to the Legal Profession](#) conference. The purpose of the *Pathway* conference is to provide prospective law school applicants from diverse, non-traditional backgrounds, including first-generation and students with limited means, with a comprehensive overview of the law school application process and advice on how to successfully navigate that process from applicant to law student. Since its founding, several hundred potential applicants have attended *Pathway* conferences, and attendees successfully matriculated into law schools, including Northwestern Law.

THE ROLE OF THE ASSOCIATE DEAN FOR DIVERSITY, EQUITY, AND INCLUSION

The Associate Dean will serve as a critical member of the Law School's senior leadership team. Reporting directly to Dean Osofsky, they will collaborate with other members of ODEIE, as well as the Associate Dean and Dean of Students, Susan Spies Roth, and her team. The Associate Dean will be charged with collaborating with the dean, senior leadership, students, faculty, staff, and alumni to develop and advance the law school's next steps forward.

As a proactive, not reactive leader, the Associate Dean will be a skilled and experienced professional, with their finger on the pulse of the diversity, equity, and inclusion best practices in leading schools across the nation and the globe, and a thoughtful eye for partnership opportunities to advance this work across the University and beyond. This visionary and strategic thought-leader will bring a relational savvy to influence, convene, and collaborate with a wide array of stakeholders. They will be adept at encouraging broad community-building, engagement, and accountability, acknowledging that this work cannot fall to one person.

The Associate Dean will work to bring constituents into alignment and empower them to fully engage in building an equitable and inclusive law school where all students, faculty, staff, and alumni can participate fully as their whole selves. They will promote a culture of open communication and dialogue, striving to increase feelings of belonging for all stakeholders, deliberately and collaboratively emphasizing and deconstructing the historical and structural factors that inhibit such feelings for underrepresented and historically excluded groups.

OPPORTUNITIES AND CHALLENGES

The Associate Dean will be expected to address the following opportunities and challenges:

Lead collaborative efforts to develop a strategic plan, programming, and initiatives around diversity, equity, inclusion, and engagement as part of the Law School's strategic planning.

The Associate Dean will partner with the dean, senior leadership, students, faculty, staff, and alumni to shape the strategy and coordinate school-wide efforts around diversity, equity, inclusion, and engagement and fostering a welcoming and inclusive learning and working environment. This strategic planning process for DEIE will be part of a broader law school strategic planning process and part of the commitments of the law school through that process. Most importantly, this leader will have a mind towards concrete action that addresses areas that the community identify as needing progress and proactively advances diversity, equity, inclusion, and engagement. They will develop and implement a vision in partnership with these key stakeholders. This vision will help guide a comprehensive and integrated approach to DEIE, synchronizing and leveraging current efforts and initiatives and introducing new concrete action to move the Law School forward in this crucial area. They will also examine the Law School's existing diversity education and training infrastructure and will strategize on increasing access, broadening content, deepening engagement, and ensuring cross-university cohesion in service of the student experience. They will embark upon a consultative approach to working with all of the key stakeholders regarding inclusive practices, programming, and advocacy for all.

Continue to develop ways to empower faculty, staff, students, and alumni to engage with the DEIE work.

As a key Law School leader in advancing organizational change, the Associate Dean will empower others by identifying the needs of the Law School and collaboratively developing and implementing an integrated plan of action. The Associate Dean will be a key force in translating the key concerns of key stakeholders into action through an inclusive approach that cultivates and supports DEIE leadership in students, faculty, staff, and alumni. The Associate Dean will serve as a connector, facilitator, and convenor, partnering with academic and administrative units across the Law School to embed diversity, equity, inclusion, and engagement into all facets of education, recruitment, retention, mentoring, and professional development. The Associate Dean will form strong partnerships with faculty, staff, student, and alumni leaders in the Law School and the greater University and provide advice, counsel, resources, support, and training.

Support the recruitment, development, and retention of a diverse faculty, staff, and student body.

In collaboration with the Dean and other senior leaders of the Law School, the Associate Dean will support efforts to recruit, retain, and develop diverse faculty, staff, and students, and identify policies and practices that support the recruitment and retention of diverse faculty, administrators, staff, and students. To advance these efforts, the Associate Dean will continue to build out pipelines and networks connecting the Law School to underrepresented groups, and via enhanced programming, will proactively increase engagement and support for those already at Northwestern. Importantly, the values of diversity and inclusion will be further embedded in the selection, training, support, and advancement of faculty, staff, and students at all levels. The Law School's success depends not on any single project but on a sustained, systemic effort across its strategic priorities to achieve greater diversity of membership in the community. The Associate Dean will ensure that all senior leaders, faculty, and staff have the knowledge, tools, resources, and support they need to meet their goals and objectives. They will make critical

investments in the team and will ensure that the principles of justice, equity, diversity, and inclusion are embedded in the organizational culture and structure.

Advance efforts to strengthen the sense of belonging among an increasingly diverse community.

The Associate Dean will work collaboratively with all members of the Law School community to create a culture where all students, staff, faculty, and alumni can safely and freely engage while simultaneously identifying and grappling with the systemic structures and historical decisions that continue to impact the achievement of that goal. This is especially important as the Law School's student body is becoming more diverse. The Associate Dean will cultivate a climate and culture at the Law School that affirms, recognizes, and lifts up the experiences of those who have been underrepresented and historically excluded from legal education and practice. The Associate Dean will serve as a resource to the community regarding diversity and belonging. Specifically, the Associate Dean will work closely with all stakeholders to build skills and capacities and create opportunities for wholistic community input. Inclusion cannot be adequately addressed without explicitly addressing the systemic disenfranchisement, marginalization, and violence many groups face, especially in the context of the United States legal system.

Promote programs and initiatives that align with institutional diversity, equity, and inclusion values and priorities.

The Associate Dean will build on the law school's existing programs and initiatives to advance equity and foster a welcoming, inclusive, and representative learning and working environment. This may include continuing to develop career-oriented programming in collaboration with the Career Strategy Center such as alumni from traditionally underrepresented groups presenting on their paths, discussions of addressing bias in the profession, and preparing students to be culturally competent lawyers. This may also involve partnering with affinity groups to develop programming on important topics, such as the collaborative programming with BLSA this year on colorism, or with faculty on issues such as validity and bias issues with teaching evaluations. The Associate Dean may also continue to develop anti-racism, microaggression, unconscious bias, and similar trainings with a focus on what next steps should look like; for example, many units have done general trainings but not ones specifically focused on their area of work, which might be of value. They will be a proactive leader, mindful of local, national, and global issues in the ever-evolving DEI space. The Associate Dean will lead program development with a mind toward the many intersectional facets of DEI work, including curriculum development, recruitment, resource use and allocation, and student support.

Provide thought-leadership and cultivate key partnerships internally and externally.

The Associate Dean will be a key leader in the Law Schools efforts to innovate for impact. As a thought-leader and trusted partner to the Dean and senior leadership, the Associate Dean will help to engender a better understanding of the complexity of the issues involved in creating and maintaining a more inclusive and diverse law school and collaborate to develop effective concrete action. The Associate Dean will cultivate positive relationships internally and externally and develop innovative new initiatives with those partners that create models for how to advance DEI and build on Northwestern Pritzker Law's longstanding work through its Bluhm Legal Clinic and Center for the Public Interest on social and racial justice. The Associate Dean will partner with the Dean and Associate Dean for Alumni Relations and Development in crafting and presenting development opportunities to potential philanthropic, foundation, and corporate partners.

QUALIFICATIONS

The ideal candidate will possess many of the following qualifications:

- Significant experience as a diversity leader with experience in diversity, inclusion, equity, affirmative action, change management, organization development, and/or human resources.
- An in-depth knowledge of principles, practices, and theories in diversity, inclusion, and equity.
- Ability to be both visionary and strategic, as well as tactical, in conceiving and executing initiatives, and in considering how current plans will be affected by future events.
- Familiarity with student services, pipeline initiatives, and enrollment management practices designed to support the recruitment, retention, and graduation of students of underrepresented and historically excluded backgrounds.
- Understanding of evolving issues and demographic trends impacting higher education institutions, especially as they affect legal education.
- Familiarity with legal education.
- Familiarity with AA/EEO, Title IX, and Civil Rights laws and regulations.
- Ability to work collaboratively in order to influence direction and decisions.
- Excellent skills around project management, active listening, analytical, written, and verbal communications.
- Ability and experience in analyzing data and surveys, producing narrative and data reports and presentations, and developing tools to measure progress towards programmatic goals.
- Experience in higher education or research setting strongly preferred, knowledge of the operation and culture of academic departments and institutions.
- Experience garnering the trust and respect of senior colleagues and students.
- Significant successful experience with creating and implementing institutional diversity programs in a collaborative way.
- Strong problem solving and analytical skills, as well as strong communication skills.
- Demonstrated commitment to building and sustaining relationships.
- Experience effectively communicating with staff, faculty, and students and at all levels, working as a team member and handling confidential data with appropriate discretion.

PROCESS FOR APPLICATIONS, NOMINATIONS, AND INQUIRIES

Nominations, inquiries, and applications (which should include a curriculum vitae and letter of interest describing the individual's qualifications for the position) should be sent in confidence to any of:

Donna Cramer, Partner
Tim McFeeley, Partner
Alexis Ditaway, Associate
Henry Nickerson, Search Coordinator

<https://imsearch.box.com/s/ug5fgte91vyc018vjgxljfwl16wlcnt>

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Northwestern prohibits discrimination and harassment on the basis of race, color, religion, national origin, sex, pregnancy, sexual orientation, gender identity, gender expression, parental status, marital status, age, disability, citizenship status, veteran status, genetic information, reproductive health decision making, or any other classification protected by law in matters of admissions, employment, housing, or services, or in the educational programs or activities Northwestern operates.

The Northwestern campus sits on the traditional homelands of the people of the Council of Three Fires, the Ojibwe, Potawatomi, and Odawa as well as the Menominee, Miami and Ho-Chunk nations. We acknowledge and honor the original people of the land upon which Northwestern University stands, and the Native people who remain on this land today.

Northwestern University is an Equal Opportunity, Affirmative Action Employer of all protected classes, including veterans and individuals with disabilities. Women, racial and ethnic minorities, individuals with disabilities, and veterans are encouraged to apply. Click for information on [EEO is the Law](#).