



Search for the President and Chief Executive Officer
Law School Admission Council
Newtown, Pennsylvania

The Law School Admission Council is a not-for-profit organization working to advance law and justice by promoting access, equity, and fairness in law school admission and supporting the learning journey from prelaw through practice.

THE SEARCH

The Law School Admission Council (LSAC), a not-for-profit organization whose members are more than 200 law schools in the United States and Canada, seeks a dedicated, inspiring, and innovative leader to serve as its next President and CEO. LSAC plays a vital role in support of legal education, providing a wide range of products, services, and resources to law school applicants and students, as well as to its member law schools. In addition, the organization collaborates with the American Bar Association, the ABA Section of Legal Education and Admissions to the Bar, the Association of American Law Schools, AccessLex Institute, the National Association for Law Placement, and other entities that are committed to educational excellence and fair access in preparing law students for the effective and ethical practice of law and public service.

Founded in 1947, LSAC is best known for writing and administering the Law School Admission Test (LSAT), the only assessment currently accepted by all U.S. law schools. LSAC also processes academic credentials for an average of 60,000 law school applicants annually, provides essential software and information for admission offices and applicants, conducts educational conferences for law school professionals and prelaw advisors, publishes research, funds diversity and other outreach programs, and provides comprehensive LSAT preparation resources and law school guidance for prospective applicants, among many other services.

Reporting directly to the Board of Trustees, the role of LSAC President and CEO offers an outstanding opportunity for a visionary, innovative, and entrepreneurial leader to join at an exciting and critical moment in legal education and help define the future path of the organization. The ideal candidate will have a solid commitment to inclusive excellence, will be able to grasp the financial and pedagogical challenges in legal education and standardized testing, and will thrive in navigating this complex landscape. They will also possess the skills to engage stakeholders, provide strategic and visionary leadership, and foster collaboration and trust within a team of over 400 employees, many of whom work remotely.

The LSAC Board of Trustees has appointed and charged an 11-member Presidential Search Committee, chaired by Board Chair Marcilynn A. Burke and Chair-Elect Rebecca Scheller, to review application materials and vet the candidates. LSAC has retained the services of Isaacson, Miller, a national executive search firm, to assist in conducting this important search. All inquiries, applications, and nominations for this opportunity should be directed to the search firm, as indicated at the end of this document.

ABOUT LSAC

LSAC is a Delaware not-for-profit corporation headquartered in Newtown, Pennsylvania, about 30 miles north of Philadelphia. Founded over 75 years ago to promote access to legal education, LSAC has evolved its mission to include not only access, equity, and fairness in law school admission, but also supporting the learning journey from prelaw through practice. Today, LSAC is the leading provider of assessment, data, and technology services for legal education. Among other activities, LSAC develops and administers the Law School Admission Test (LSAT) used for admission at all ABA-approved law schools in the U.S., most Canadian law schools, and law schools in other nations; develops and supports enrollment services technology for law schools; serves as the hub for candidates applying to JD, LLM and graduate degree programs in U.S. and Canadian law schools; promotes access, equity, and fairness in legal education; supports a national network of prelaw advisors and administers a wide range of programs that build a diverse pipeline of law school candidates; and provides research, data collection, and report services for schools and the public.

Currently, over 200 law schools in the U.S. and Canada are members of LSAC, with the potential for additional international members. Member law schools receive most of LSAC's services at no (or highly subsidized) cost. LSAC is governed by a volunteer Board of Trustees drawn from leading deans, faculty, and admission professionals from member law schools. In addition to several board committees, LSAC also has several standing committees and workgroups of volunteers who advise and support the work of its staff of over 400 full-time professionals.

LSAC sits at the nexus of diverse and dynamic fields, such as education technology, inclusive excellence, legal education, assessment, governmental and regulatory relations, and professional associations. LSAC is undergoing a significant transformation to strengthen its position across various business units, including but not limited to:

- Legal education technology services
- Law school candidate measurement, assessment, and admissions processing
- Legal education and professional development, from prelaw through practice
- Resource support for law schools' efforts to increase diversity and inclusive excellence in legal education and the profession

GOVERNANCE AND LEADERSHIP

The President is a voting member of and reports to the LSAC Board of Trustees. LSAC has a twenty-one-member Board, which includes eleven trustees elected by the deans (or their designees) of the member law schools in the U.S. and Canada, including the chair and chair-elect (or past chair). The board chair appoints nine trustees in consultation with the president, and the president serves as the twenty-first trustee.

Marcilynn A. Burke, the dean of Tulane Law School, currently chairs the LSAC Board of Trustees.

Susan Krinsky is the interim president and CEO of LSAC. Before her current role, she served as LSAC's executive vice president for operations and chief of staff. Previously, she served as the associate dean for admission and student affairs at two U.S. law schools.

PRODUCT AND SERVICES OFFERINGS

LSAC provides and continues to develop a breadth of solutions designed for the benefit of prospective law school students and law schools. Such solutions include, but are not limited to, the following:

Law School Admission Test (LSAT)

The [LSAT](#) is a 2.5 hour standardized test administered both online and at hundreds of designated testing centers. It is an integral part of the law school admission process in the U.S., Canada, and other countries. The test helps law schools make sound admission decisions by providing a standard measure of the critical reasoning and reading skills essential for law school success.

LawHub

LSAC offers a wide range of free and low-cost LSAT preparatory resources, including practice tests, drill sets, and written and video tutorials, through [LawHub™](#). These resources enable users to familiarize themselves with official test content and simulate the experience of taking the LSAT in the authentic testing interface, to build confidence leading up to test day. The LawHub LSAT prep resources can be accessed using any Internet-connected device. LSAC also publishes [Official LSAT PrepTest books](#) for inexpensive practice on actual LSAT questions.

Credential Assembly Service (CAS)

The [Credential Assembly Service](#) streamlines law school admission by allowing applicants to have all transcripts and recommendations sent only once to LSAC. LSAC summarizes and combines that information with LSAT scores, writing samples, and letters of recommendation into a report sent upon request to the law schools to which the applicant applies. The service provides [electronic application](#) processing for all ABA-approved law schools, as well as [transcript authentication and evaluation](#) for applicants educated outside the US and processing of letters of recommendation. Nearly all ABA-approved law schools and many other law schools require the use of CAS for JD applicants.

The [LLM Credential Assembly Service \(LLM CAS\)](#) simplifies the application process for applicants who have a first degree in law and wish to continue their legal studies at the graduate level in the U.S. By creating an LSAC account, LLM candidates can arrange to have official transcripts and English proficiency scores (if necessary) sent just once to LSAC to be included in a report to all participating schools to which they apply. Transcript authentication and evaluation are done in partnership with the American Association of Collegiate Registrars and Admissions Officers (AACRAO).

Candidate Referral Service (CRS)

The Candidate Referral Service (CRS) allows law school candidates the option to provide information about themselves that will make it easy for law schools to recruit them. Law schools may seek out potential applicants based on specific characteristics such as undergraduate major, law school preferences, and other variables. Candidates who establish an LSAC.org account for any purpose may authorize the release of their CRS information to participating law schools, agencies, or individuals working on the law school's behalf and other eligible programs related to legal education. Law schools recruit many potential applicants they might not have considered.

LSAC Law School Forums

Each year, LSAC organizes and hosts a series of LSAC Law School Forums, which allow prospective law students to meet with representatives of 100+ law schools in a single event. The forums are held in person in cities across North America, with several additional forums held online to enable more prospective applicants the opportunity to participate. They provide a unique opportunity for law school representatives from 100+ law schools and candidates to meet face-to-face and participate in workshops on essential admission topics.

Diversity Initiatives

LSAC is committed to the idea that the legal profession should reflect the diverse society it serves. LSAC has many programs and initiatives to help make law school and the legal profession more accessible, equitable, and inclusive. These include recruiting outreach and programming for all students, including students historically underrepresented in legal education and the legal profession, grant awards for innovative projects, professional development opportunities for DEI professionals in student-facing roles, and collaborations with various organizations whose missions align with LSAC's.

LSAC Ambassadors

LSAC Ambassadors are trained experts in law school admission matters. Through educational presentations and professional consultations, LSAC Ambassadors work closely with the law school admission professionals to help them get the most out of the resources LSAC membership provides.

Technology and Other Services for Member Law Schools

LSAC designs, develops, and maintains a variety of technology systems and other services to assist its member law schools and streamline their operations. As one example, LSAC Unite is a service provided by

LSAC to law schools to facilitate a wide range of admission and class management functions, including admission-application design and processing, online file review, decision recording, deposits, applicant-pool monitoring, and matriculation.

Legal Education Consulting

With a decades-long history of working with its member schools, LSAC understands the challenges and opportunities facing law schools. LSAC's Legal Education Consulting offers a comprehensive suite of individually tailored services designed to address the unique needs of individual schools, to help them achieve their institutional goals.

ROLE OF THE PRESIDENT

The President & CEO ("President") is selected by and reports to the Board of Trustees ("Board") and manages and provides executive leadership for the operation of the organization; provides executive-level oversight and support for a staff of over 400 employees, a majority of whom work remotely; coordinates the planning and development of short- and long-term goal and priorities in conjunction with the Board and ensures the proper implementation of those goals and guidelines.

In addition to serving as the principal spokesperson for LSAC, the President is responsible for the stewardship of the organization's resources and maintains oversight over an approximately \$120 million operating budget and roughly \$300 million of assets.

The President must be tuned into the evolving landscape of legal education and seek out opportunities to strengthen LSAC's position in the future. To do this, the President must anticipate opportunities and competitive threats and stay proactive and nimble in their capacity to address them. The President's ability to identify and evaluate opportunities for organic and inorganic growth strategies is critical, as is their ability to lead effectively with in an uncertain and evolving business and policy environment.

KEY OPPORTUNITIES AND CHALLENGES

In addition to the duties described above, the primary opportunities and challenges for the President will include but are not limited to the following:

Work collaboratively with key constituencies to establish a strategic plan and provide innovative and visionary leadership to ensure that the LSAC continues to meet the most critical needs of U.S. and Canadian legal education and the legal profession

- The President will engage with the LSAC community and its constituencies to envision the organization's future model and services and lead through innovation and change. The President will lead an ongoing strategic planning and assessment process that defines LSAC and reaffirms its future direction in the context of these changes and potential disruptions in the market for its services and products.
- The President will develop and promote a vision that involves working closely with admission professionals to steward legal professionals, from prelaw through graduate-level training and

throughout their careers. Advancing and promoting this vision will involve frequent communication and messaging within LSAC to ensure that staff are aligned with and effectively advance LSAC's mission.

- The President will provide executive-level oversight and support for over 400 employees, most of whom work remotely. Key to visionary leadership is the retention, development, succession planning, and ongoing recruitment of a high-performing leadership team at LSAC.

Enrich externally facing relationships with members and key stakeholders to grow relational opportunities

- The President will leverage and champion LSAC's position and the organizational value in the legal community to maintain and cultivate relationships with law school deans, law school admissions professionals, and other law education affiliated partners to ensure the value of LSAC services, products, and programs are fully understood by the legal education community, while supporting them through the challenges they face.

Use sound financial, operational, and administrative management to drive quality and growth

- The President will provide high-level transparency on the organization's financial priorities to support continued growth and innovation. The President must also continue to explore, develop, and unify current and new products and services and potential opportunities in new markets while evaluating the structure of the current business model.
- The President will thoughtfully manage limited resources and champion opportunities for operational and administrative innovations and efficiencies
- The President will identify and evaluate opportunities for growth through acquisitions, joint ventures, strategic partnerships, global expansion, and other strategies.
- The President will maintain and expand LSAC's focus on customer satisfaction.
- The President will continue ways to explore ways to diversify revenue generation, with a particular emphasis on revenue from sources other than test takers and prospective applicants, who currently provide the majority of LSAC's revenue.

Position LSAC to continue advancing and supporting inclusive excellence in legal education and practice

- The President will join and embrace a culture that believes in and embodies the values of inclusive excellence. As the organization's leader, the President will bring a demonstrated track record of impact in this area and will continue advancing actionable initiatives that embed inclusive excellence in legal education and the legal profession.
- The President will strengthen LSAC's position as a trusted partner and advisor for deans and admissions professionals seeking to increase access to the field in a dynamic regulatory and legislative environment.

QUALIFICATIONS AND EXPERIENCE

The successful candidate will bring many of the following professional qualifications and personal qualities to the position:

- Juris Doctor degree strongly preferred
- Advanced degree in business or management, or an equivalent combination of business and legal education and professional experience
- A deep understanding of the challenges facing legal education and the profession today, as well as higher education more generally, and experience in crafting solutions to meet these challenges
- A deep, demonstrable commitment to and proven track record of promoting inclusive excellence in the broadest sense
- Experience in an accredited law school and familiarity with legal education issues (including law admissions), as well as substantial, high-level management experience
- A solid framework for understanding the complexities of standardized test development and research
- A track record of innovation, an entrepreneurial spirit, and creativity to envision the future with demonstrated leadership and administrative skills and experience managing growth and change
- Demonstrated ability to understand, evaluate, analyze, interpret, and communicate information on diverse topics from diverse sources
- Exceptional communication and interpersonal skills with an ability to relate well to a broad range of constituencies
- An ability to recruit, hire, develop, and retain talented staff, demonstrating personal responsiveness and approachability

Key behavioral competencies of the President include:

- Emotionally intelligent leader with self-awareness, empathy, and relationship management: Diplomatic, self-motivated, resourceful, and flexible; possesses significant experience in managing wide-ranging interpersonal connections, both internally and across academic, legal, business, and state and federal government partnerships
- Visionary: A team-oriented leader adept at creative thinking, innovation, and change management; develops and champions the organization's strategic vision both within the organization and with external stakeholders; an ability to articulate a clear, creative, and compelling vision for legal and higher education
- Comfort with complexity: Significant and exemplary leadership experience in complex operating environments
- Personal and professional commitment to the vision and mission of LSAC, not just as it relates to legal education but also in terms of promoting justice broadly and the ability to impact society through the practice of law

TO APPLY

Confidential inquiries, nominations/referrals, and applications (including CVs and letters of interest responding to the opportunities and challenges outlined above) should be sent electronically to the Isaacson, Miller executive search team via the link below.

Tim McFeeley, Partner
Lehman Robinson, Associate
Henry Nickerson, Search Coordinator
Isaacson, Miller

<https://www.imsearch.com/open-searches/law-school-admission-council/president-and-chief-executive-officer>

LSAC actively seeks to foster greater levels of diversity in our workforce and our pipeline of future leaders. We are committed to attract and retain candidates who have a passion for their work and encourage all qualified individuals, including minorities, women, LGBTQIA+, and differently abled, to apply.

LSAC is an Equal Opportunity Employer.