Dean Search
Loyola Law School, Los Angeles

Loyola Law School, located in Los Angeles, California, seeks nominations and applications for its 17th dean. LLS seeks a dynamic and creative leader with a record of outstanding academic or professional achievement, skills in management and fundraising, enthusiasm for confronting the challenges of today’s legal environment, and a vision for leveraging the considerable strengths of the school for the benefit of past, present, and future graduates.

Founded in 1920, Loyola Law School (LLS) is an intellectually vibrant, diverse, and collegial law school known for fostering excellent scholarship and educating successful lawyers and leaders in law, business, and public service. The school enrolled 1,100 J.D. students in Fall 2014, and expects 1,000 enrolled J.D. students in Fall 2015. It has 75 full-time faculty members; 53 are tenure or tenure track, and 22 are contract faculty, many of whom specialize in experiential learning, including live client clinics and legal writing and lawyering skills. LLS also offers courses to approximately 50 students in six advanced degrees, including several joint degrees, several specialized LL.M. degrees and, most recently, two degrees for non-lawyers: the Master of Science in Legal Studies and the Master of Tax Law.
FACULTY

LLS takes pride in the quality of its faculty. Eleven faculty members received their J.D. from Stanford and another 11 graduated from UCLA. Other law schools with multiple alumni on the faculty include Harvard, Yale, Georgetown, USC, Columbia, and NYU. One-third of the faculty has at least one advanced degree in addition to a J.D., from such schools as Cambridge, Harvard, and Berkeley. Thirty members of the 2015-16 faculty have held federal clerkships. Twenty-one served as clerks on the federal appellate courts, and two served as clerks on the United States Supreme Court. In addition, the vast majority of faculty members have come to LLS with some full-time practice experience.

Faculty members are productive scholars. In 2014 and 2015 alone, faculty published articles in such prestigious law reviews as the Cornell Law Review, the Duke Law Journal, the Emory Law Review, the Minnesota Law Review, the New York University Law Review, the Southern California Law Review, the University of Chicago Law Review, the UCLA Law Review, the University of Pennsylvania Law Review, the Vanderbilt Law Review, and the Virginia Law Review. Approximately 25% of the tenured faculty has been elected to membership in the American Law Institute. The recent ABA Site Inspection Report described LLS junior faculty members as “accomplished and promising.” A 2014 survey comparing SSRN downloads and peer reputation considered Loyola Law School one of the 50 most “undervalued” law schools in the country.

LLS fosters a rich intellectual atmosphere. Small groups of faculty routinely hold workshops for each other to critique and improve drafts; faculty share their ongoing research at summer workshops. The Tax Policy and Intellectual Property Colloquia as well as the Faculty Workshop series bring prominent scholars from across the nation to speak to students and other faculty. LLS sponsors annual conferences and symposia in such diverse areas as tax-exempt organizations, sports law, international intellectual property, fashion law, and criminal law. For the past 10 years, it has annually held the Journalist Law School, a nationally recognized program that selects 35 professional journalists from hundreds of applicants for an intensive four-day seminar on legal concepts. Each year, LLS organizes and hosts other ad hoc conferences as well. Examples from more than 50 major on- and off-campus events and conferences in 2014-15 include a two-day symposium organized by the Center for Juvenile Law and Policy on legal issues related to gang membership, an Ethics Symposium in memory of Judge Arthur L. Alarcón, the inaugural Southern California Criminal Justice Roundtable, and an intensive two-day paper workshop on new voices in legal theory.

COMMITMENT TO SOCIAL JUSTICE

Concern for public service and a commitment to social justice have distinguished LLS throughout its history. As a consequence, LLS has a robust public interest program, recognized by The National Jurist as the eighth best law school for public interest nationwide. For example, in 1992, LLS became the first California law school to require pro bono service by all students. Every year, LLS students donate an average of 40,000 hours of pro bono service. In addition, LLS funds summer fellowships at nonprofit organizations and awards scholarships to students committed to careers in public interest. As another example, although LLS is a national school, it looks to southern California as its extended classroom and closest partner. Its Center for Juvenile Law and Policy, one of the school’s many clinics, has for more than a decade fostered systemic reform of the Los Angeles juvenile justice system through ongoing research and advocacy paired with robust client representation. Another long-standing clinic, The Center for Conflict Resolution, provides mediation, conciliation and facilitation services, and conflict training to communities throughout Los Angeles County.

A Jesuit-related institution, LLS recognizes its moral and ethical obligation to provide opportunities for a quality legal education to qualified applicants of diverse backgrounds, interests, and professional objectives. LLS seeks to provide opportunities for legal education to qualified individuals who might not otherwise be able to attend law school and boasts a number of first-generation college and law school attendees. Indeed, since Los Angeles is an international city that has for generations served as the new home for immigrants from around the world, LLS has a large number of alumni and current students who trace their heritage to locations across the globe. It is ranked 20th in the nation for minority enrollment, with approximately 35-40% of the entering class from diverse backgrounds, and was ranked in 2014 by The Princeton Review as the seventh best environment for minority students in the country. The faculty is diverse as well; 20% of faculty members identify as faculty of color, and approximately half are women.
ALUMNI
LLS has more than 17,000 alumni who are active in a wide range of law practice, business, and public service professions, including more than 200 alumni who currently serve on the bench and more than 800 partners at law firms. LLS alumni distinguish themselves professionally in many ways. For example, more graduates of LLS were designated as 2015 “Super Lawyers” in Southern California than graduates from any other school—indeed, there were more than twice as many Loyola graduates as the next school represented. A 2011 study of new and mid-career partners in the 100 largest U.S. law firms found that LLS was the 25th largest supplier of such partners nationwide and the second largest supplier to the firms’ Los Angeles offices. LLS alumni have served as president of the California State Bar Association, president of the national American Board of Trial Advocates, president of the International Academy of Trial Lawyers, president of the American Association for Justice, president of the American Immigration Lawyers Association, president of the Consumer Attorneys Association of California, president of the Los Angeles County Bar Association, president of the Los Angeles Police Commission, president and CEO of the National Geographic Society, and general manager of the Golden State Warriors. Graduates of LLS have also served as Mayor of Oakland, Governors of Hawaii and Nevada, Secretary of State of Nevada and president of the National Association of Secretaries of State, U.S. Secretary of the Interior and National Security Advisor to the President of the United States, members of many state legislatures, U.S. Ambassador to the Republic of Korea, and Federal Public Defender for the Central District of California, the largest federal defender’s office in the country.

Alumni are actively involved in the school. Many of the alumni participate as adjunct faculty, mentor students, and work with the school to place students and graduates in legal jobs and internships. Others coach moot court teams or judge student competitions. Because so many alumni live and work in Southern California, they are able to support the school and its students with their time and energy.

ENGAGEMENT WITH REAL-WORLD ISSUES
Consistent with the LLS mission of service and social justice, faculty render extraordinary service to LLS and the greater local, national, and international community as well. Two faculty members, for example, are currently serving as City Commissioners, one on the Los Angeles Police Commission and the other on the Los Angeles Ethics Commission. Faculty have offered legal advice to the President and Presidential candidates, members of the U.S. House and Senate, members of the California legislature, a governor, state legislators and legislative candidates, county officeholders, and nonpartisan state and local governmental commissions. They have drafted and supported legislation on behalf of members of the U.S. Congress, legislators in numerous states, and the California State Bar. They have participated as amici and represented amici in state and federal courts, including the Supreme Court. The media often turn to the faculty for commentary on newsworthy legal issues; in 2014 alone, LLS faculty were cited more than 5,000 times in 900 outlets, including the Associated Press, New York Times, Washington Post, Los Angeles Times, NPR and its local affiliates, Fox News, and MSNBC.

STUDENT-CENTERED EDUCATION
LLS takes teaching seriously. Pre-tenure faculty members and associate clinical professors receive classroom visits from more senior faculty members each semester, with feedback and mentoring. LLS offers regular discussions on topics related to pedagogy. The school is devoted to refining the craft of legal writing, and the first-year legal research and writing course is taught by full-time faculty, some of whom have more than a decade of experience teaching legal writing. Members of the LLS writing faculty, including the chair-elect of the AALS section on Legal Research and Writing, are involved in national legal writing organizations, and LLS is hosting the Western Regional Legal Writing Conference this fall. Adjunct faculty members, who total 160 and teach many specialized subjects, also receive regular reviews from full-time faculty. As a student cited in The Princeton Review explained, “Every professor I have had seems to truly care about the success of their students, both inside and outside the classroom.”

LLS is ranked among the best schools in the country in a number of specialty areas. Its trial advocacy program, for example, has ranked in the top 10 of all U.S. law schools for seven of the last 10 years; befitting this consistent excellence, Loyola students have won a number of national moot court competitions, including last year’s invitation-only National Civil Trial Competition. Similarly, the LLS tax program has been ranked in the top 10 of all U.S. law schools for six of the last seven years. In addition to a Tax Law concentration, LLS offers an LL.M. and a joint J.D./LL.M. in tax. In the joint J.D./LL.M. program, students attend an intensive summer tax boot camp and earn both degrees in three years.
The LLS part-time (evening) division plays an important role in fulfilling its goal of providing access to a career in the law for those who would otherwise lack such an opportunity, and in producing graduates who are already thriving members of the workforce. The part-time program is currently ranked 11th of 85 such programs in the nation and is the top-ranked in California for the third year in a row. Experienced practitioners teaching as adjuncts enable LLS to offer many specialty subjects in the evening, to part-time and full-time students alike. But the part-time program is not adjunct-driven; full-time faculty also teach evening courses as part of their regular responsibilities. Many of the school's most prominent, successful, and dedicated alumni attended the evening division, and LLS is devoted to maintaining its size and quality.

**CONNECTION TO PRACTICE**

LLS has a well-earned reputation for lawyering skills training and producing graduates who are practice-ready. In a 2014 American Lawyer survey, 5,000 associates at large law firms were asked to grade their law school on how well it prepared them for practice. The top five ranked schools were, in order, Duke, Michigan, LLS, Stanford and Chicago. To build on this strength, LLS recently developed 11 concentration programs: the largest three offer intensive training in Civil Litigation and Advocacy, Corporate Law, and Criminal Justice. Each concentration requires core foundational courses, advanced required or elective courses, an advanced research component, and an experiential course, externship, or other hands-on experience as the capstone of the concentration. For example, two LLS faculty members pioneered a Business Planning course, including a textbook with sample deal documents that has been adopted across the country; this course now serves as the capstone of the Corporate Law concentration at LLS. It gives students a hands-on transactional law experience including drafting and commenting on transaction documents, preparing client advice, and translating business-speak into effective contract language.

Another way that LLS has showcased both its culture of innovation and its dedication to social justice is through the vibrant growth of clinical opportunities, building on a strong foundation of existing clinical courses like those mentioned above. In the past few years, LLS has established the Loyola Immigrant Justice Clinic, Capital Habeas Litigation Clinic, Project for the Innocent, International Human Rights Clinic, Fashion Law Clinic, and Taxpayer Appeals Assistance Clinic, among others. It offers an extensive externship program; in 2014-15, more than 110 LLS students served as supervised externs in government offices, public interest organizations, and chambers of 43 federal and state judges; almost 100 additional students served as supervised externs in private practice. This year, LLS launched its Justice Entrepreneur Initiative, an incubator intended to expand access to legal services for underserved populations while increasing job opportunities for graduates. The school's dedication to experiential opportunities and to faculty who teach such skills is another LLS hallmark. In 2012, The National Jurist magazine named LLS one of the 20 “Most Innovative Law Schools” in the country. Its experiential programs have become models for other schools.

LLS in recent years has devoted increased energy to its academic support program. The program provides crucial assistance to students in need, early in their law studies. Moreover, it provides a wide variety of services, including courses, lectures, and counseling, focused on those students, but available as well to the entire student body. The program emphasizes both substantive development and writing skills.

As a result of these and other efforts, the LLS bar pass rate for first time takers was 80% for July 2014 (sixth in California out of 21 accredited law schools and well above the 69% average for ABA-approved California schools) and 87% for July 2013 (third in the state, after Stanford and Berkeley, and well above the 76% average). Beyond the bar, all of the LLS community is committed to helping its graduates find employment; in addition to the engagement of our Career Development Center, for example, faculty members volunteer to mentor students in their job search. As of March 15, 2015, 82% of the class of 2014 had secured a paid job or offer of paid employment. And in full-time, long-term, legal employment, LLS has posted a double-digit improvement for each of the last two years; without considering school-funded positions, the percentage of LLS graduates with such jobs is on par with UC Irvine, UC Davis, and USC. The National Law Journal placed LLS in the top 50 go-to law schools in the nation, based on 2014 graduates who are associates at the country’s largest firms; LLS is also the largest feeder school to the Los Angeles County District Attorney’s Office and one of the two top feeders to the Los Angeles County Public Defender’s Office, as well as a robust source of associates at the smaller firms dominating the Los Angeles legal market. In addition, during the 2014-2015 term, there were 20 Loyola graduates serving in federal court clerkships, including four clerking for judges on the Ninth Circuit Court of Appeals.
COMMUNITY AND CAMPUS

LLS boasts a supportive relationship among faculty, staff, students, and alumni. In fact, a point of pride for LLS is that it is more than collegial—it is a warm and friendly community built on compassion and respect. Faculty ensure that they are accessible to students, even before they matriculate and after they graduate. LLS takes special care to integrate tenured and tenure-track faculty with clinical and legal writing faculty; contract faculty sit on faculty committees, attend faculty meetings, and vote on all matters that come before the faculty, with the exception of appointments to the tenure track, tenure, and tenure-related policies. Contract faculty members also frequently teach doctrinal courses.

LLS sits on a freestanding campus designed by Pritzker Prize-winning architect Frank O. Gehry. Its downtown location provides the law school with ready access to firms and nonprofits, as well as all of the culinary and cultural attractions of a world-class city. Moreover, it sits in what GQ magazine recently named “the coolest new downtown in America,” and just a 30-minute car ride from both beaches and mountains.

UNIVERSITY

LLS is part of Loyola Marymount University (LMU). LMU enrolls approximately 6,000 undergraduates and 2,100 graduate students in 43 graduate programs, including those offered by the law school. These programs are located on a campus near Los Angeles International Airport, approximately 15 miles from LLS. Paul Hayden, who recently served as Associate Dean of Faculty and who has indicated that he will not be a candidate for the deanship, is serving as Interim Dean and Senior Vice-President of LMU during 2015-16.

LLS benefits from its affiliation with LMU. Of particular note, LMU recently made a commitment of a $20 million special grant from the LMU endowment to be distributed over the next five years, to fund law school scholarships. LMU will also provide additional financial support. LLS enjoys strong ties to and collaboration with LMU, pedagogically as well as administratively, and anticipates that the relationship will grow even closer in the future. To do so, the dean will be working with LMU’s new president, Dr. Timothy Law Snyder, who assumed his position as LMU’s 16th president on June 1, 2015, and with other senior members of the LMU administration.

This financial support from LMU will enable LLS to reduce total enrollment by approximately 25% over the next several years, executing a strategic plan several years in the making. That is, in order to be more selective in admissions, more effective in helping its graduates to find employment, and more secure from economic volatility, LLS is reducing its total first-year enrollment to targets of 250 day and 45 evening J.D. students. (Over the previous 10 years, first-year enrollment averaged over 400.)

The agreement with LMU will call upon the new dean to be a careful steward of the school’s resources, maintaining LLS’s financial integrity while introducing new programs and supporting faculty as needed to advance the institutional mission. The new dean will be working closely with the CFO of LMU to plan for a balanced budget at the end of the term of LMU’s special grant commitment.

In order to maintain the quality of LLS, its programs, and its faculty with a smaller student body, the new dean will be expected to devote considerable time and energy to fundraising, to identifying other potential sources of revenue, and to controlling expenses. Fundraising has increased in recent years, the faculty is energized to support the dean (including several significant fundraising efforts by individual faculty members), and the LLS endowment now stands at approximately $95 million, one of the largest law school endowments in California. Nonetheless, further efforts to increase both annual giving and major gifts are needed. The new dean’s duties will include fostering a culture of giving and hiring of LLS graduates by alumni as well as raising LLS’s profile more generally.

FUTURE

LLS is well positioned to meet the challenges confronting law schools in the modern environment. The new dean will be able to rely on an energetic and cooperative community in which individuals, whether institutional lions or relative newcomers, have consistently stepped up for the betterment of the school. As the ABA Sabbatical Inspection Team concluded in its report dated February 9, 2015, “The law school’s program of education is strong, with both a theoretical and practical focus. The faculty has maintained its scholarly output while remaining committed to excellent teaching and a high level of interaction with students both inside and outside of the classroom. The faculty is very collegial and supportive of the law school’s mission. The dean . . . has the broad support of both the law school community and the university leadership. The alumni are very supportive of and loyal to the law school.” The ABA Report also stated that “[t]he law school is a vibrant community of dedicated faculty, engaged students, pragmatic and responsive administrators, and supportive alumni. The current state of the law school reflects the institution’s commitment to the goal of training students to become lawyers with strong professional skills and a commitment to social justice.”

External observers are enthusiastic about the future of LLS, and the school shares their enthusiasm. It seeks a leader to further build on the institution’s considerable strengths, to ensure the continued success of LLS for years to come.
THE DEAN’S ROLE AND RESPONSIBILITIES

• Provide proactive and strategic leadership for the law school’s faculty, staff, and students.

• Support, enhance, and promote excellence in faculty teaching and scholarship.

• Attract, retain, and contribute to the advancement of a high quality and diverse faculty, student body, and staff.

• Foster and expand the law school’s reputation commensurate with its top-notch strengths, and bolster its relationships with alumni, law firms, corporations, judges, other public officials, and nonprofit organizations in Southern California and beyond.

• Manage the financial and human resources of the law school, with special regard for the recent agreement with LMU.

• Develop the financial resources of the law school, both through traditional fundraising and by exploring alternative revenue streams.

• Support innovations that enhance the law school experience and career opportunities for all students.

• Maintain continued support for an interconnected community of diverse backgrounds and experience, whether of race, gender, ethnicity, nationality, sexual orientation, or religion.

• Pursue the mission of the school consistent with the Jesuit tradition of cultivating the highest standards of legal excellence and personal integrity, promoting social justice and public service, and ensuring educational opportunities for those who might not otherwise have them.

QUALIFICATIONS AND DESIRABLE CHARACTERISTICS

We are seeking a new dean to fulfill the above roles and responsibilities and who:

• Displays dynamic and committed energy for the law school’s mission and future.

• Inspires engagement through passion, integrity, charisma, and good judgment.

• Exhibits the capacity to listen to constituencies, both internal and external, and a drive to convey the vision, goals, and values of the law school.

• Possesses the skills to work effectively and strategically with senior university leadership.

• Deeply values teaching, scholarship, and service to the school and community.

• Demonstrates a strong record of administrative or other experience that reflects the ability to lead an innovative law school on the rise.

• Understands the changes and challenges facing modern law practice and has a strategy for positioning LLS for continued success.

• Ideally, is eligible for appointment as a full professor with tenure at LLS.

Candidates must have a J.D. or equivalent degree and a proven commitment to legal education, scholarship, community, and public service with the skills needed to lead a contemporary law school.

NOMINATIONS AND APPLICATIONS

The search is being chaired by Professor Ellen P. Aprill. The search committee is being assisted by Dr. Ilene H. Nagel, Ph.D., M.L.S., Leader of the Higher Education Practice at Russell Reynolds Associates. Nominations and applications from all qualified individuals, including, in particular, women and underrepresented minorities, are encouraged and welcome.

Those interested in being considered should submit a full CV or resume, and a bullet point summary of any leadership roles they have held, the scope of their responsibilities, and their accomplishments in those roles, to lls.dean@russellreynolds.com.
LAW SCHOOL ADMINISTRATION 2015-16

Paul T. Hayden, Interim Dean LLS and Senior Vice President LMU
Sean M. Scott, Senior Associate Dean
Cindy I.T. Archer, Associate Dean for Clinical Programs and Experiential Learning
Brietta R. Clark, Associate Dean for Faculty
Alexandra Natapoff, Associate Dean for Research
Priya Sridharan, Associate Dean for Student Affairs
Thanh Hoang, Assistant Dean for Advancement
Debra J. Martin, Associate Dean for Finance and Administration
Jannell L. Roberts, Assistant Dean for Admissions
Graham Sherr, Assistant Dean for Career Services

DEGREES OFFERED BY THE LAW SCHOOL 2015-16

J.D. [full-time and part-time]
J.D./M.B.A.
J.S.D.
Three year J.D./Tax LL.M.
Tax LL.M.
International LL.M. for Foreign Students
Master of Tax Law
Master of Science in Legal Studies
LL.M. [with ability to specialize in Civil Litigation and Advocacy, Criminal Justice, Entertainment Law, Intellectual Property, and International Business law]

LAW REVIEWS

Loyola of Los Angeles Law Review
Loyola of Los Angeles International and Comparative Law Review
Loyola of Los Angeles Entertainment Law Review

CONCENTRATIONS

Civil Litigation and Advocacy
Corporate Law
Criminal Justice
Entertainment Law
Environmental Law
Immigrant Advocacy
Intellectual Property Law
International and Comparative Law
Law & Entrepreneurship
Public Interest Law
Tax Law

ADDITIONAL COURSES OF STUDY

Family Law
Health Care Law
Law and the Political Process
Sports Law

CLINICS AND EXPERIENTIAL LEARNING

Business Law Practicum
Capital Habeas Litigation Clinic
Center for Conflict Resolution
Civil Litigation Skills Practicum
Civil Rights Litigation Practicum
Entertainment Law Practicum
Externship Department
Hobbs District Attorney Clinic
International Human Rights Clinic
IRS Small Case Tax Clinic
Juvenile Innocence and Fair Sentencing Clinic
Juvenile Justice Clinic
Lawyering Skills Curriculum
Loyola Immigrant Justice Clinic
Ninth Circuit - Appellate Advocacy Clinic
Nonprofit Tax and Transaction Clinic
Project for the Innocent
Public Interest Law Department
Semester-in-Practice Externship
Tax Law Practicum
Tax Appeals Assistance Program Sales and Use Tax Clinic
Taxpayer Appeals Assistance Clinic
Youth Justice Education Clinic