

COLLEGE OF LAW

Invites Applications and Nominations for the  
Position of:

William J. Maier, Jr.  
Dean, College of Law

## The Opportunity

West Virginia University (WVU) invites nominations and applications for an innovative and charismatic William J. Maier, Jr. Dean of the College of Law. As a land-grant institution designated with very high research activity (R1) by the Indiana University Center for Postsecondary Research's Carnegie Classification of Institutions of Higher Education, WVU seeks a leader with a vision that places a priority on community, educational rigor, traditional and applied scholarship, global presence, and the public interest, particularly in service to the state through clinics, pro-bono, and public-interest opportunities.

The Dean is the chief academic and administrative officer of the College and reports to the Provost, Vice President for Academic Affairs. As the College's chief academic officer, the Dean provides intellectual and administrative leadership, guiding the College in its commitment to innovative, relevant education for current and future generations of students. Specifically the Dean's responsibilities include consulting with and empowering faculty to revise and develop curricula; maintaining high standards of teaching, research and service; administering the College's budget; recruiting faculty; taking a leading role in other faculty personnel matters, including tenure, promotion, and renewal; and advocating for the College at the University and national level. The Dean will work collaboratively with the WVU administration, deans of other colleges, faculty, and staff to achieve WVU Law and University goals. The Dean also is responsible for developing, engaging, and cultivating alumni and other potential donors and for facilitating school outreach to the state.

## WVU College of Law

Pursuing an education at West Virginia University College of Law prepares students to be excellent lawyers, able to practice in any state, in the federal judicial system, and in international business settings. While providing a foundational legal education, particularly in the first year, the curriculum permits a student to discover his or her own interests through selection of specialized courses in the second and third years. Graduating from West Virginia University College of Law launches students into practice in areas as diverse as corporate securities, family law, international business transactions, and bioethics.

Founded in 1878 and ABA-approved since 1923, the West Virginia University College of Law is an affordable and nationally recognized, accredited top-ranked law school. WVU Law is West Virginia University's first professional school and the only law school in the state. The West Virginia Law Review is the fourth oldest in the country, founded in 1894. The curriculum is competitive and rigorous, combining the best in traditional legal education with dynamic law programs that

### WVU Law FAST FACTS:

(Class of 2019 ABA data; full-time/long term employment 10 months after graduation):

- > Bar Passage Required – 67.6%
- > J.D. Advantage – 7.8%
- > Private Practice – 36.3%
- > Judicial Clerkship – 17.6% (higher than the national average)
- > Business & Industry – 9.8%
- > Government – 5.8%
- > Public Interest – 11.7% (higher than the national average)
- > Education – 1.9% (higher than the national average)

address emerging challenges throughout our global society. With a focus on ethics, professionalism, and public service. WVU Law offers premier law degree and dual degree programs, and practice-ready experiences through law clinics and externships, guided by professors who are accomplished attorneys and distinguished legal scholars. A vibrant culture of excellence fosters diversity and respect, ensuring a balanced and supportive academic community within one of the nation's leading public research universities. WVU Law prepares top lawyers and dedicated leaders for careers that span public service, private practice, government, and business.



WVU Law is committed to increasing diversity in the classroom and the legal profession. The College strives to create a safe environment that is welcoming to students, faculty and staff from diverse backgrounds and life experiences. Diversity is part of the College's culture of excellence.

The goal of WVU Law is to be a top choice as an affordable law school that offers excellent law programs, leading to law degrees valued by employers in West

Virginia and nationwide. Thousands of our successful graduates go on to careers to serve the public, government, and business—locally and globally—with a strong commitment to justice, ethics, professionalism, and service.

## Mission

Preparing 21st century lawyers and leaders to serve the public, government, and business — both locally and globally — while focusing on justice, ethics, professionalism, and service in a diverse, vibrant, and respectful community.

## Values

- › **SERVICE** - We seek opportunities to serve others and are committed to providing the highest quality of service.
- › **CURIOSITY** - We ask questions, seek new opportunities, and change through innovation.
- › **RESPECT** - We are respectful, transparent, and inclusive with each other.
- › **ACCOUNTABILITY** - We perform at our very best every day to create a University that is responsive, efficient, and effective.
- › **APPRECIATION** - We support and value each other's contributions as we build a community that is One WVU.

## Academic Programs

As a leading law school, WVU Law teaches with a clear purpose—to challenge assumptions, present well-reasoned positions, and guide students to their best potential. WVU Law's competitive and rigorous curriculum combines the best in traditional legal education with dynamic courses and programs that address emerging challenges faced by our global society. First, students build a strong foundation in the law. They then discover and develop individual interests through specialized courses or concentrations. Along the way, they are given opportunities to develop practice-ready skills. In the end, students better understand their future clients' needs and are ready to serve them in critical and emerging legal areas.

### Joint Degree Programs:

- The WVU College of Law collaborates with the WVU College of Business and Economics to offer a JD/Online MBA and with the WVU Department of Public Administration to offer a JD/MPA.
- Law students interested in earning an LL.M. (Master of Laws) in energy and environmental law can take advantage of the J.D./LL.M. in Energy and Sustainable Development.

### Focused J.D. Concentrations:

- The Energy and Sustainable Development Law Concentration is producing the next generation of lawyers who will work in and shape the fields of energy, environmental, and sustainable development law.
- The objective of the International Law and Practice Concentration is to educate the next generation of lawyers who will work in careers related to international law and its many sub-specialties in both public international law and private international law.
- The concentration in Labor and Employment Law aims to educate the next generation of lawyers in West Virginia and beyond who will work in and shape the fields of labor and employment law by providing an opportunity to learn the applicable laws and regulations in the area, consider policy issues through a written work, and obtain practical skills applicable in the area through an experiential learning requirement.
- The Public Interest Law Concentration prepares students to work to further the interests of the general public using the legal process through the representation of individuals and organizations who might otherwise be unrepresented.



## WVU Law Class of 2022 Profile

Out-of-state students comprise 43% of the WVU Law Class of 2022. These students come from 17 states: Connecticut, Delaware, Iowa, Illinois, Indiana, Kentucky, Massachusetts, Maryland, North Carolina, New Jersey, New Mexico, New York, Ohio, Pennsylvania, Tennessee, Texas, and Virginia. Students in the Class of 2022 graduated from 50 colleges and universities. Some of the out-of-state schools represented are Arizona State, Belmont University, Boston University, Colorado State University, East Carolina University, Eastern Michigan University, Florida State University, James Madison University, Ohio State University, Salem College, the University of Nevada-Reno, the University of Virginia, and Washington & Jefferson College. In-state colleges and universities attended by the WVU Law Class of 2022 are Bethany, Bluefield State, Fairmont State, Glenville State, Marshall, West Liberty, West Virginia State, West Virginia Wesleyan, and WVU.

- > Number of Students: 110
- > Average age: 24.5
- > Age range: 21-55
- > Female: 52.5%
- > West Virginia resident: 57%
- > Diversity: 8%
- > First generation college student: 30%
- > Median LSAT score: 154
- > Median GPA: 3.46

## WVU Law Centers

WVU Law operates the following centers that serve the public while providing valuable experiential opportunities for law students:

- > **Center for Consumer Law and Education:** A joint partnership between WVU Law and Marshall University founded in 2018. It is the only center of its kind on the East Coast.



- > **Center for Energy and Sustainable Development:** Founded in 2011, the Center is an energy and environmental public policy and research organization, focusing on practices that balance the continuing demand for energy resources—and the associated economic benefits—alongside the need to reduce the environmental impacts of developing the earth's natural resources.
- > **Center for Law and Public Service:** Offers law students externships in nonprofit, government, and judicial settings, locally and around the country, to help with career-building experiences while serving the public. The center also engages students in public interest law. Founded in 2009.

- › **West Virginia Access to Justice Commission:** Established by the West Virginia Supreme Court to address and resolve legal barriers faced by West Virginians in order to increase equality in the justice system. Founded in 2009, it was transferred to WVU Law in 2018.

## WVU Clinical Law

At WVU Law, student work in the classroom is enhanced by experiential opportunities that are available through the Clinical Law Program, Externships, and the Meredith Career Services Center. Supervised by law professors, the clinics serve the public while exposing students to all phases of lawyering, including drafting briefs, trial advocacy, negotiating, and interviewing. WVU's clinical law program provides, on average, more than 40,000 hours of pro bono legal aid per year. The national legal rating service Super Lawyers presented the Clinical Law Program with the 2012 Excellence in Pro Bono Award. Since its founding in the 1976-77 academic year, the Clinical Law Program has provided more than 600,000 hours of pro bono legal service to more than 2,000 clients. In the process, the Program has helped train more than 1,000 students to be client ready.

WVU Law offers clinical law opportunities in nine areas: Litigation and Advocacy; Child & Family Advocacy with Medical-Legal Partnership; Entrepreneurship & Innovation; Immigration; Innocence Project; Taxpayer Advocacy; Land Use & Sustainable Development; United States Supreme Court; and Veterans Advocacy. The clinical law program is structured like a major law firm so that students can gain work experience across multiple practice areas. Working in the clinical law program helps students develop practice-ready skills. Heavy emphasis is placed on the development of the professional lawyer role with particular attention to the Rules of Professional Responsibility.

Practical experience through Externships is vital to a legal education, both to put classroom learning to work and to deepen one's commitment to public service. The College of Law offers a wide variety of externships in nonprofit, government, and judicial settings, both locally and around the country, to help students prepare for their careers.

Students from all clinics cover the Domestic Violence docket every Thursday morning in the Monongalia County Family Court. Students assist petitioners requesting service on those days. On average, five to seven clients seek assistance every session, for a total of more than 200 clients a year. Their cases range from assaults to stalking to child abuse. The students interview the clients and then assist them in presenting their cases to the judge.

## Meredith Career Services Center

Among its services, the Meredith Career Services Center helps students secure legal work during the summer or academic year with firms, public interest organizations, or other legal entities. Engaging in hands-on legal work is an integral component of ensuring that students have practice-ready skills upon graduation. On-campus interviewing for paid internships, over 500 job postings on Symplicity, career fairs, and networking with current practitioners allow WVU Law students to

pursue an abundance of opportunities to work under the supervision of practicing attorneys prior to graduating.

### Recent Accolades:

- > Best Law School for Practical Training (A) - preLaw Magazine (2020)
- > Top Law School for Environmental Law (A) - preLaw Magazine (2020)
- > Best Law Schools for Public Interest Law (#5) - preLaw Magazine (2020)
- > Top 100 Law Specialties: Environmental Law #73, Health Care Law #78 - U.S. News & World Report 2021 Rankings (2020)
- > Top Law School: Trial Advocacy and Intellectual Property Law - preLaw Magazine (2019)
- > Best Value Law School - preLaw Magazine/The National Jurist (2018, 2017, 2016, 2015)
- > Best Specialties: Public Interest Law - preLaw Magazine (2018, 2017)
- > Best Law Schools: Energy and Environmental Law (grade A) - preLaw Magazine (2019, 2018)
- > Best Law Schools: Employment - preLaw Magazine (2018, 2017)
- > #34 Most Affordable Law School - Student Loan Hero (2018)
- > #31 Law School for Federal Clerkships - independent research, ABA data (2018)
- > #2 Law School for Greatest Community Impact -The National Jurist (2017)
- > #14 "Cheapest" Law School - law.com (2017)
- > #28 Law School for State Attorneys/Solicitors General - Empiricalscotus.com (2017)
- > #13 Law School for Lowest Student-Faculty Ratio - Internet Legal Research Group (2017)
- > Top Law School for Public Interest Law (A) and Criminal Law (B+) - preLaw Magazine (2016)
- > #44 for employment rate (80%) - The Faculty Lounge (2016)
- > #42 "Go-To" Law School - National Law Journal, 2015
- > Top 25 Law School for Corporate Leadership - SEC data of publicly traded companies, independent research, 2014
- > Best Law School for Employment (A-) - preLaw Magazine, 2014
- > 2012 Excellence in Pro Bono Award (Clinical Law Program) - Super Lawyer, 2013

### International Programs

Meaningful international experiences can add important value to a law degree. There are several ways for WVU Law students and alumni to take advantage of being affiliated with a global university. These include:

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| > International Law Concentration        | > Archibald McDougall Visiting Professorship in International Law |
| > Immigration Law Clinic                 | > McDougall Lecture   |
| > Jessup International Moot Court Team   | > Baltimore Refugee Assistance Program                            |
| > Study Abroad in Mexico and Brazil      | > New Jersey International Justice Program                        |
| > International Law Students Association |   |

## Facilities

WVU Law is housed in a 162,000-square-foot building on Law School Hill. The front of the building overlooks WVU's Milan Puskar Stadium and J.W. Ruby Memorial Hospital. Supporting a vibrant learning community, the college's facilities include eight classrooms, three courtrooms, a variety of conference/interview/meeting rooms, a bookstore-café, and the George R. Farmer, Jr. Law Library. A recent \$26-million expansion and renovation added new classrooms and the third courtroom, additional conference rooms, an event hall, a rooftop garden, and a separate wing for law clinics. The renovation also included state-of-the-art library upgrades and new facilities for the Academic Excellence Center, Center for Energy and Sustainable Development, Student Services, West Virginia Law Review, and student organizations.



## The Role of the Dean of the College of Law

As the College's chief academic officer, the Dean provides intellectual and administrative leadership, guiding the College in its commitment to innovative, relevant education for current and future generations of students. Specifically the Dean's responsibilities include consulting with and empowering faculty to revise and develop curricula; maintaining high standards of teaching, research and service; administering the College's budget; recruiting faculty; taking a leading role in other faculty personnel matters, including tenure, promotion, and renewal; and advocating for the College at the University level.

### **Other responsibilities include but are not limited to the following:**

- › Oversight of all academic programs;
- › Immigration Law Clinic
- › Jessup International Moot Court Team
- › Oversight of all academic programs;
- › Oversight of all aspects of College governance;
- › Continuing WVU Law's success in recruiting and supporting highly qualified students and providing them with a superior legal education;
- › Hiring faculty and staff; management of personnel; and oversight of all review processes;
- › Management of the budget;

WVU Law's vibrant culture of excellence fosters diversity and respect, ensuring a balanced and supportive academic community within one of the nation's leading public research universities.

- › Oversight of strategic planning and implementation;
- › Directing external relations, including developing relations with alumni, the Bar, and state government;
- › Leading fundraising activities;
- › Implementation of all University and state procedures and policies;
- › Representing the College to University senior administration; and,
- › Other duties as assigned.

## Professional Qualifications and Personal Qualities

The next dean must be visionary, politically astute, and committed to public service and to diversity, equity, and inclusion necessary to advance WVU Law and inspire its multiple constituencies. The ideal candidate will possess proven experience as an innovative, collaborative, and accomplished leader with a successful record of advancing complex organizations or institutions. Such experience may have been gained on the bench, before the judiciary, in government or non-profit service, in business, or in academe. The new dean must prioritize and have the ability to maintain and develop good relations with legislators, the Bar, state agencies, alumni, and donors. Candidates must possess a J.D. or its equivalent from an accredited institution and a record of accomplishments (academic or experiential) to qualify for appointment at the rank of Professor.

It is desired that West Virginia University's next William J. Maier, Jr. Dean of the College of Law possess the following qualifications:

- › Ability to spearhead and articulate a shared vision and leadership role for the College;
- › Demonstrated fiscal responsibility, budget management, strategic planning skills, and fundraising success;
- › Commitment to advancing diversity, inclusion, and social justice and the enhancement of the student experience;
- › Ability to facilitate recruitment and development of exceptional faculty, staff, and students;
- › Promote multidisciplinary research and teaching, including experience cultivating innovative scholarship and creative activity;
- › Commitment to a collaborative approach to faculty and staff governance and decision-making and creating an environment that promotes and rewards excellence in teaching, scholarship, and service;
- › Ability to act as an advocate for the College at local, state, and national levels;
- › An understanding of and commitment to legal education;
- › Ability to lead curricular and programmatic innovations and entrepreneurial efforts;
- › Commitment to the land-grant mission of WVU Law and the University as well its public service focus; and
- › Ability to build strong relationships with members of the bench and Bar and alumni in West Virginia, across the country, and around the world.

## About West Virginia University

WVU was founded in 1867 as a result of the 1862 Land-Grant Act, otherwise known as the Morrill Act. WVU is proud of its flagship, land-grant university status, and its mission reflects its dedication to serving the state and citizens of West Virginia through access to higher education, research, and comprehensive health sciences.

The WVU System is a family of distinctive campuses united by a single mission. From the groundbreaking research of our flagship in Morgantown (ranked R1, the highest research category institution) to the student-centered focus of WVU Potomac State College in Keyser to the technology-intensive programs at WVU Institute of Technology in Beckley — we are leveraging our talents and resources to create a better future for West Virginia and the world.

The WVU Institute of Technology in Beckley offers more than 40 majors, including one of the top 100 undergraduate engineering programs in the country, as ranked by U.S. News & World Report. WVU Potomac State College in Keyser has one of the lowest tuition rates of all the nation's four-year institutions. Offering more than 50 majors, this campus combines the personal attention of a small college with the benefits of a major university.

The WVU System also includes divisions of the Robert C. Byrd Health Sciences Center in Charleston and Martinsburg, as well as 10 experimental farms and four forests throughout the state, and WVU Jackson's Mill State 4-H Camp. The WVU System includes 518 buildings on 15,880 acres. The Morgantown campus has 245 buildings (11 on the National Register of Historic Places) on 1,892 acres.

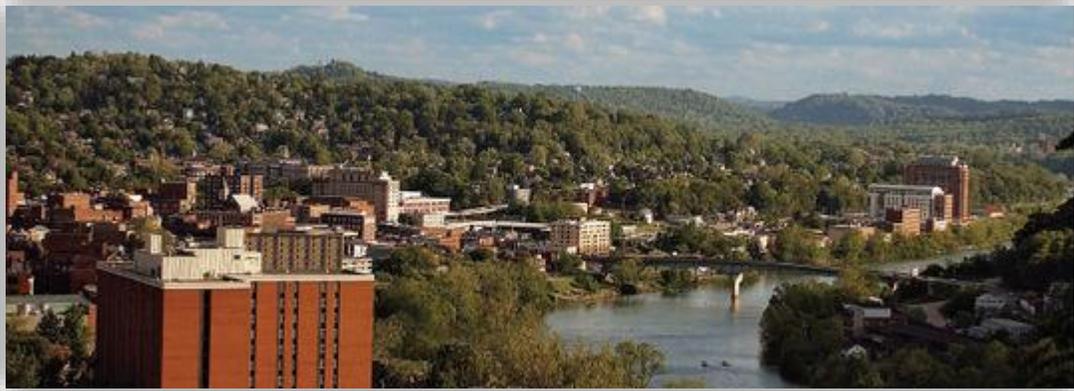
### WVU Mission

As a land-grant institution, the faculty, staff and students at West Virginia University commit to creating a diverse and inclusive culture that advances education, healthcare, and prosperity for all by providing access and opportunity; by advancing high-impact research; and by leading transformation in West Virginia and the world through local, state and global engagement.

### WVU Vision

As one West Virginia University, we are purposeful in our studies and our work so that we can partner with our communities – both near and far – to bring needed and valued solutions to real-life problems within the pillars of education, healthcare, and prosperity.

## City of Morgantown



The home of WVU and the College of Law, Morgantown is a vibrant and inclusive community. The outdoors, cultural events, shopping, diverse restaurants, and various housing options make Morgantown a great place to live. The Morgantown metro-area has a population of around 120,000. The city offers countless stores and restaurants, from national chains to one-of-a-kind dining and shopping experiences. Retail districts range from the historic downtown to malls and shopping centers on the outskirts of the city. The Wharf District on the banks of the Monongahela River features restaurants, an outdoor amphitheater, and access to the Caperton and Decker Creek rail-trails.

Its proximity to West Virginia's growing High Technology Corridor and major cities makes Morgantown a natural crossroad for ideas, cultures, and investment. Morgantown is approximately 75 miles south of Pittsburgh; 200 miles from Washington, DC, Baltimore, and Cleveland; and 300 miles from Cincinnati and Philadelphia. All are within a 3- to 5-hour drive.

Vibrant and dynamic, Morgantown has retained its small-town atmosphere and is widely regarded as a great place to live. Forbes named Morgantown the 7th best place for business and careers among U.S. metro areas under 150,000 population. Inc. named Morgantown the 12th Hottest Small City: Boomtown among U.S. metro areas under 150,000 population. Kiplinger's Personal Finance named Morgantown the 29th Smartest Place to Live in the U.S.

## Nomination and Application Process

### Salary

Salary will be competitive and commensurate with qualifications and experience.

### How to Apply

Greenwood/Asher & Associates, Inc. is assisting West Virginia University in this search. Applications and nominations are now being accepted. For a full application package, please submit a cover letter, CV/resume, list of five references, and questionnaire (supplied by

Greenwood/Asher). Confidential inquiries, nominations, and application materials should be directed to Greenwood/Asher and Associates. Submission of application materials as PDF attachments is strongly encouraged. The search will be conducted with a commitment of confidentiality for candidates until finalists are selected. Initial screening of applications will begin immediately and will continue until an appointment is made; however, the priority consideration date is October 1, 2020.

**Please direct inquiries, nominations, and application materials to one of the following:**

Jan Greenwood, President & Partner

Email: [jangreenwood@greenwoodsearch.com](mailto:jangreenwood@greenwoodsearch.com)

Julie Holley, Senior Executive Search Consultant

Email: [julieholley@greenwoodsearch.com](mailto:julieholley@greenwoodsearch.com)

Greenwood/Asher & Associates, Inc.

42 Business Center Drive, Suite 206

Miramar Beach, FL 32550

Phone: 850.650.2277 / Fax: 850.650.2272

The logo for Greenwood/Asher & Associates is displayed within a dark blue rectangular box. The text "Greenwood/Asher" is written in a large, white, serif font, with a forward slash between the two names. Below this, the words "& ASSOCIATES" are written in a smaller, white, sans-serif font.

*West Virginia University is proud to be an Equal Opportunity employer, and is the recipient of an NSF ADVANCE award for gender equity. The University values diversity among its faculty, staff, and students, and invites applications from all qualified applicants regardless of race, ethnicity, color, religion, gender identity, sexual orientation, age, nationality, genetics, disability, or Veteran status.*