This Leadership Profile is intended to provide information about University of South Dakota and the position of Dean of the School of Law. It is designed to assist qualified individuals in assessing their interest.
Opportunity and Summary of Position

The University of South Dakota (USD) in Vermillion, South Dakota, seeks applications and nominations for the position of Dean of the School of Law.

USD Law, South Dakota's premier and only law school, seeks an energetic, confident leader with a deep knowledge of the legal academy to serve as its Dean. The Dean will also be a capable executive with skills in fundraising and development, as well as in fiscal and human resource management. The Dean must possess the strategic acumen and personal leadership style necessary to inspire faculty and students to continue advancement of the School of Law.

USD Law is an intimate law school that combines a practical curriculum with a uniquely personal and engaging learning environment that prepares students for the practice of law in a changing world. Established in 1901, USD Law is fully accredited by the American Bar Association (ABA) and is a member of the American Association of Law Schools (AALS). The School of Law offers several specialized course tracks and nine joint degree programs that operate in conjunction with other Master's degree programs at USD, as well as three dual degree programs offered in partnership with Vermont Law School. The USD Law faculty and staff are leaders in their respective fields, adding first-rate quality and diverse expertise to the USD Law program. Students at USD Law will find an opportunity to study in a close-knit, cooperative environment. USD Law recently embarked upon the creation of a robust experiential learning program which provides intensive, professional development training for students as they prepare for their professional careers. It includes the Low Income Tax Clinic which provides free legal representation to low-income people in disputes with the Internal Revenue Service (IRS) while allowing law students to practice tax law. As the only law school in the state of South Dakota, it is USD Law's task to populate the legal infrastructure of South Dakota for the benefit of its residents. Currently, there are far more law jobs in South Dakota than USD Law can fill. All of USD Law's innovative efforts in legal education have taken the school on a strong upward trajectory as recognized by a recent 14-spot leap in U.S. News & World Report rankings.

The successful candidate will, at minimum, possess a J.D. degree or its equivalent and will have an outstanding record of accomplishment in the legal academy and/or in the practice of law that warrants appointment as a tenured Professor of Law. In addition to a record of academic and professional accomplishment, the successful candidate will have demonstrated a commitment to service to the legal profession and the public, and will offer a proven record in management or administration suitable for appointment as Dean.

The University of South Dakota has retained Witt/Kieffer, an international executive search firm, to assist in this search. This Leadership Profile describes the University of South Dakota and the School of Law, the opportunities and challenges facing the Dean of the School of Law and the personal and professional characteristics that the ideal candidate will possess. All applications, inquiries, and nominations, which will remain confidential, should be directed to the search firm as indicated at the end of this document. For more information about USD Law, please visit: www.usd.edu/law.
The Role of the Dean of the Law School

The University of South Dakota seeks a Dean for the School of Law who will contribute expertise, energy, and visionary leadership to a law school that has a strong reputation locally and regionally, and a growing reputation nationally. Working closely with faculty, staff, students, and alumni, the new Dean will vigorously pursue the School’s identified goals, while developing new initiatives and objectives. The Dean, in conjunction with the faculty, will provide strategic vision and operational leadership to all aspects of the academic and scholarly program, and maintain an environment and community that supports the School’s faculty, staff, students, and alumni. In addition, the Dean will continue to develop and nurture strong ties with all external constituencies, including the state and federal judicial systems, the state bar, and the business community. The Dean administers the School of Law pursuant to policies of the State Board of Regents.

In particular, the Dean will ensure that USD Law continues to provide its students with academic programs and experiential learning opportunities of the highest quality and effectiveness that build professional and ethical character, and will promote excellence through diversity in faculty and student recruitment. Together with the faculty and the University leadership, the Dean will be expected to review the School’s current programs and practical skills training, with the goal of producing highly skilled graduates who will flourish in today’s rapidly changing legal marketplace. In pursuing these responsibilities, the Dean, who reports to the Provost, will work collaboratively with the President, and other Deans and Department Chairs at the University to develop and carry out the University’s academic strategy.

The Dean’s leadership team includes the Associate Dean, Law Library Director/Assistant Dean, Registration Officer and Director of Law School Admissions.

Opportunities and Expectations for Leadership

The new Dean of USD Law will be asked to address the following critical leadership issues, among others:

Articulate a Vision and Strategic Plan

- The Dean will engage key constituencies, including faculty, administrators, students, alumni, and members of the bar, in an inclusive, open and thoughtful exercise to articulate a vision for USD Law’s future, recognizing its history and role as the only law school in South Dakota. The vision will build on the School of Law’s current strengths and deep South Dakota roots and clarify the path forward into a new future. Likewise, the Dean will work together with faculty and administration to create a strategic plan that will outline the School of Law’s aspirational goals and lay out a roadmap for achieving those goals. Through a collaborative approach, the Dean will further advance and promote USD Law’s “brand” and identity.
The last several years at USD Law have been a time of transition as the School of Law attempts to stabilize enrollment and work within the context of financial support for public higher education in South Dakota. In conjunction with the President and Provost, the Dean will provide leadership in long-range and strategic planning that addresses the evolving academic and financial environment of public legal education. He or she will implement, monitor and report on the progress of the plans in close collaboration with the faculty, President, Provost, Board of Regents, alumni, and other constituencies.

Exercise Sound Leadership and Manage the Operations of USD Law

- The Dean will lead an organizational management structure that efficiently and effectively supports all academic and administrative functions of the School of Law with Associate and Assistant Deans and members of the senior staff in supervisory roles reporting to the Dean. The Dean will also ensure the development and maintenance of the campus and facilities to support the needs of the law school community and the academic program, and to ensure that the School of Law’s information technology is innovative, state-of-the-art, and meets administrative, instructional, accessibility, and research needs.

- One of the Dean’s primary leadership objectives will be to support the faculty and staff of the School of Law consistently with policies and procedures that fully comply with applicable laws and accreditation standards to maintain an engaged and committed administrative staff. He or she will promote diversity within the faculty, staff, and student body, and will recruit dynamic faculty who combine scholarly productivity and teaching excellence.

- Additionally, the Dean will provide leadership in developing superior student services and bar passage programs that facilitate the students’ ability to meet their professional objectives. USD Law recently implemented a required bar preparation course and hired a full-time Director of Academic and Bar Support to address a drop in bar passage rates. Recent data show significant improvement in bar passage rates.

- The Dean must ensure that financial resources are adequate and prudently managed through the development of an effective annual operating budget and long term financial planning, as well as by aggressive fundraising and development efforts.

Create a Sustainable Funding Model through Innovation

- The new Dean will explore new and sustainable funding models that acknowledge the realities of current day law school enrollments. This will require innovative thinking to leverage existing and building new, revenue-generating programs that will continue to grow and attract new students to study the law and take full advantage of multifaceted legal education.

- The Dean will work collaboratively within the School of Law, across the university, and external constituencies to develop relationships to create or sustain programs where synergies exist—for example, cyber security, Indian and tribal law, environmental law, healthcare compliance, banking compliance—and translate those synergies into new opportunities to enhance scholarship, teaching and enrollment. The Dean will also engage the local and regional law community to enhance opportunities for students, engage alumni, and strengthen the School of Law’s visibility and profile. Currently, USD Law has increased the number of scholarships available to students to improve its ability to attract and retain students. In addition, the Law School Task Force recommended the development of a non-
J.D. law program. The Dean will recognize that USD Law is a multifaceted legal teaching center, not solely focused on the J.D. degree.

Further Develop Institutional Advancement and External Relations

- The Dean will work hard at building alliances with diverse external partners and being an effective broker, finding external revenue sources and matching them with institutional priorities. A major part of the deanship will consist of setting priorities and goals for the School of Law’s fundraising efforts, including annual fund, major gift, planned giving and capital/endowment campaigns, and playing a primary role in the planning and execution of these efforts.

- Additionally, the Dean will play an active and visible role in supporting the activities of the alumni association and communicating with alumni on a regular basis to encourage their involvement as volunteers and donors.

- The Dean will also work effectively to promote the School of Law’s reputation and goodwill within the legal academy, the legal profession, the South Dakota bar, and the community. He or she will implement an effective, multifaceted communications plan that presents a strong, positive, and consistent image to key constituencies.

Continue Making Excellence Inclusive

- The Dean will lead diversity, equity, and inclusion efforts with attention to the overall success of students, faculty, and staff consistent with the USD concept of Inclusive Excellence. The Law School has worked to embed diversity and inclusiveness into all aspects of the school. The university embraces a broad definition of diversity that includes gender, gender expression, race, ethnicity, sexuality, socioeconomic status, geographic location, veteran status, disability status, intellectual diversity, and many other personal and social identities.

- The new Dean will continue the Law School’s tradition of addressing the needs of South Dakota’s diverse populations including Native American, rural, and other underrepresented populations. The success of all students, faculty, and staff is key to achieving excellence through inclusiveness.

Maintain Excellence and Enhance Academic Reputation

- The Dean will lead the faculty by encouraging and supporting faculty scholarship, facilitating teaching excellence, cultivating collegial and constructive relations with and among faculty, diversifying the faculty and student ranks, encouraging faculty service and addressing faculty issues, and ensuring that library and information resources continue to effectively support the academic program and faculty scholarship.

- In addition, the Dean will remain vigilant about students’ needs and assess current and new educational tools to improve the learning experience and student bar passage rates, inspiring students to become engaged alumni upon graduation.
Safeguard USD Law’s Commitment to Student Success and Sense of Community

- Students, faculty, staff, and alumni are consistent in their conviction that one of USD Law’s most valuable assets is the deep sense of community that informs and guides day-to-day life on the campus. The Dean must embrace and join this community as both a leader and member. An impressive and engaged student body has expressed its hope that the Dean will be accessible and visible in the community and at School of Law events, and will be the face of USD Law in the legal arena of the region. The Dean will use her or his role to create opportunities, leverage contacts, and articulate the many strengths of USD Law to a broad audience. In addition, the Dean will continue to develop key messages about USD Law that differentiate it from competing law schools. The Dean will also identify priorities necessary for the School of Law’s growth and advancement.

Collaborate with University Administration and Board of Regents

- The Dean will play a critical role in formulating recommendations for consideration by the President and the Provost on administrative, educational policy, financial, governance, institutional advancement, and other matters. The Dean will be available to advise and inform the Board of Regents regarding emerging issues in legal education, especially those directly affecting the School of Law. The Dean will work collegially with other deans and as a part of the University’s executive administration. The Dean will contribute to beneficial relations between the University and the state legislature.

Personal Qualifications and Personal Qualities

The Dean of USD Law will be an inspiring, broad-minded leader and legal professional with a clear vision for maintaining and enhancing the excellence of USD Law. The Dean will also be a capable executive with skills in fiscal and human resources management as well as external relationship management that is critical for fundraising success. The Dean must have the political acumen, powers of persuasion, commitment to inclusiveness, and authentic personal leadership style necessary to advance USD Law and inspire its multiple stakeholders. Proven experience as a leader of people and a successful track record as a legal educator, scholar, manager, communicator, and fundraiser are required for success within USD Law. The Dean will possess a J.D. and an academic record to qualify for tenure.

In addition, the candidate will:

- Provide creative and distinctive academic leadership to the School of Law and its programs, exercising extraordinary judgment, continually seeking opportunities to advance academic excellence, experiential learning, and innovation in teaching;

- Project a strong public presence and image for USD Law, promoting the accomplishments of its faculty and students to enhance its reputation in the legal community;

- Work collaboratively with faculty, supporting and encouraging their efforts in teaching, scholarship, and service, with an informed understanding of the unique requirements professional schools have in these areas;

- Support students, with demonstrated success in developing student-centered administrative processes, especially in the areas of academic support services and career counseling and placement services;
- Demonstrate strong and effective administrative skills, with a capacity to build and develop working teams at all levels of the School of Law, including administrative staff and faculty;

- Show a demonstrated commitment to Inclusive Excellence (diversity, equity, and inclusion) through leadership of initiatives to increase multicultural enrollment, measures to evaluate and make culturally responsive decisions to benefit inclusive efforts, initiatives to increase diversity of faculty and staff, and personal continued professional development in areas of diversity, equity and inclusion;

- Connect with leaders in the region’s bench, bar, and a broad range of external constituencies, including alumni, academic, cultural, business, governmental and social institutions to advance the visibility and success of the School of Law and to lead sophisticated and effective alumni development and fund raising activities;

- Possess the intellectual leadership to provide guidance to a program of faculty scholarship;

- Bring a deep understanding of the changes taking place in legal education and the legal profession, while overseeing, with the faculty, experiential learning and curriculum development including programs to monitor and assess learning outcomes of students;

- Foster an atmosphere of respectful inquiry and freedom of expression

- Continue to integrate new technologies into the School of Law’s administration, teaching, and support of faculty and student scholarship;

- Work collegially with other members of the University’s executive administration, promoting and advocating for USD Law’s place within the University community;

- Develop collaborative programs with other University schools and departments; and

- Possess experience in managing growth and change, resolving conflict and building consensus, and demonstrating a willingness to seize opportunities, while assuming responsibility for appropriate risks.
University of South Dakota School of Law

The School of Law, founded in 1901, was the first professional school at USD.

USD Law produces legal professionals who serve as effective, innovative, and ethical leaders. The school's curriculum facilitates students' professional and personal development and promotes the highest professional standards, critical thinking, creative legal skills, life-long learning, and a commitment to serving society. USD Law's relatively small enrollment and excellent student/faculty/staff ratio creates a collegial learning environment. USD Law boasts an active and cohesive faculty that is engaged with students, administration, and the legal profession. The faculty has recognized teaching as its most important responsibility, which reinforces the law school's primary mission to prepare students for effective and responsible participation in the legal profession and related fields.

Because it is the only law school in the state, the faculty and students at USD Law work closely with the South Dakota bar and judiciary. Members of the faculty serve as a resource for the judges and lawyers of the State. Over 90 percent of South Dakota’s lawyers are graduates of USD Law. Since 1944, all but two of the Justices on the South Dakota Supreme Court and all but two of the State’s Attorney Generals have graduated from USD Law. The School of Law has long been recognized for its focus on federal Indian law and tribal law.

The School of Law was in the first group of Law Schools accepted by the American Bar Association in 1923. The School is undergoing reaccreditation in 2019-2020. The School of Law has 186 students and 16 full-time faculty.

USD Law is a rare combination of affordability and quality. USD Law is ranked sixth in the nation of 25 Top Best Value Law Schools by National Jurist. Beyond low tuition, USD Law is a national leader in judicial clerkships and boasts a 91 percent job placement rate. The School of Law combines a practical curriculum with a uniquely personal, and engaging learning environment that prepares students for life-long career success.
Awards and Accolades

- Ranked sixth in the nation of 25 Top Best Value Law Schools by National Jurist citing lowest average student loan debt in the nation at $55,609
- Ranked third in the nation in least indebted graduates according to a report issued by U.S. News & World Report
- Ranked sixth in the nation in improved employment outcomes by a study conducted by the National Jurist
- Ranked in the top ten law schools in the country for placement in state and local clerkships according to a report by the legal industry publication, Law.com
- Ranked in the 10 Law Schools Whose Grads Get Judicial Clerkships by U.S. News & World Report

Academics

At USD Law, students can choose from a variety of law tracks that match their interests and prepare them for successful careers. Popular course tracks include:

- Business Law
- Civil Litigation
- Commercial Law
- Constitutional Law
- Criminal Law & Procedure
- Environmental Law
- Estate Planning
- Indian Law
- Real Estate Law
- Tax Law

In addition, students have the opportunity to participate in several joint degree programs offered in conjunction with other Master’s degree programs at the University of South Dakota, or in one of the dual degree programs offered in partnership with Vermont Law School.

- Master of Business Administration (M.B.A.)
  The M.B.A. program prepares students to adapt to changing environments, make decisions and develop leadership ability and social responsibility in business and use analytical skill. A J.D. combined with an M.B.A. offers career benefits in the areas of business law, corporate counsel, banking, and health care administration.

- Master of Arts in Educational Administration and Leadership – Adult and Higher Education
  The Master of Arts in Adult and Higher Education helps students develop expertise in the fields of adult education, higher education, and administration. Graduates may go on to work in the following areas:
  - A university General Counsel’s office
  - Upper-level university administration
  - Legislative bodies requiring experts in the field of higher education
  - Nonprofit organizations
• Master of Arts in English
The Master of Arts in English joint degree uses the English specialties of exposition, argumentation and critical analysis of literature to give law students the skills to properly research, prepare and present briefs. Students with interdisciplinary training in both English and law will be better prepared for careers in both government agencies and private industry.

• Master of Arts in History
Historians with legal training are exceedingly rare and there is an increasing number of career opportunities in public service for those who have this interdisciplinary background. These include employment in areas like:
  - National and state government agencies
  - Energy
  - Environment
  - Civil rights
  - Indian law

• Master of Arts in Political Science
Public service careers are among the opportunities available to those who have a combination of law and political science training. These opportunities include employment in:
  - National, state and local governmental agencies
  - Planning
  - Personnel
  - Financial administration
  - Public relations

• Master of Public Administration
The Master of Public Administration joint degree program provides students with a wide range of professional opportunities. USD Law graduates serve at all levels of government and nonprofit organizations in the United States and abroad.

• Master of Professional Accountancy
The Master of Professional Accountancy joint degree program provides specialized training in accounting and related fields for those who wish to prepare for a career in public accounting, industry, government service or accounting education.
- **Master of Arts in Psychology (non-certified)**

  Since both psychology and law deal with human behavior, the joint J.D. and Master of Arts program in law and psychology provides a unique opportunity for those interested in incorporating psychology into their legal training. Students trained in both law and clinical psychology are exceptionally qualified to work in the areas of:

  - Professional ethics
  - Individual rights
  - Community relations
  - Family law
  - Child advocacy

  Lawyers with backgrounds in social psychology are especially skilled in constitutional law, testimony and in such technical areas as jury selection. There are also other opportunities in fields such as personnel selection, industrial relations, product safety and environmental issues.

- **Master of Science in Administrative Studies (M.S.A.)**

  The M.S.A. degree is a cross-disciplinary program which prepares students for administrative roles in public service-oriented organizations. USD Law students learn to lead organizations, solve problems and consider the ethical and legal implications of their decisions. The program benefits mid-career professionals working in a variety of settings, including:

  - Government agencies
  - Nonprofit and social service organizations
  - Health care
  - Education
  - Private sector organizations that provide public services

- **Master of Environmental Law and Policy (M.E.L.P.) and Joint Degrees**

  Students enrolled at USD Law have a unique opportunity to receive a Master’s degree, concurrent with the law degree, at Vermont Law School. They may earn a J.D./Master of Environmental Law and Policy; a J.D./Master of Energy Regulation and Law; or a J.D./Master of Food and Agriculture Law and Policy. Vermont Law School is ranked by *U.S. News & World Report* as the best environmental law school in the country.

  This unique opportunity will prepare students for a career in environmental law, which focuses on ethics, legislation and advocacy issues behind the human impact on the environment. With this joint degree, students could find themselves:

  - Developing government policies regarding pollution
  - Prosecuting businesses or people in violation of environmental law
  - Advocating for industries like farming or fisheries
Experiential Learning

All students at USD Law must participate in the experiential learning program. USD Law’s experiential programs provide intensive, professional development training for students as they prepare to embark on their careers. A substantial part of this training will occur while students are enrolled in the clinical, externship, practicum or simulation courses that they will use to satisfy the experiential learning requirement for graduation. Students also have other opportunities to participate in the experiential learning program through the First-Year Summer Judicial Program. The pro bono program reflects USD Law’s commitment to shaping attorneys who appreciate the value of providing legal services to individuals and communities who are in substantial need of assistance, but have limited resources for acquiring it. The experiential learning program is a key component of the educational and professional development experiences at USD Law.

- Externships

Externship programs allow students to perform legal work under the supervision of a licensed attorney affiliated with a law firm, nonprofit organization or government agency. Students will have the opportunity to do everything from judicial internships to various levels of client representation and courtroom practice. The externship is year-round with students working full-time during the summer semester at their externship placement. Second-semester 2Ls and third-year students may participate in the program during the academic year, as well as during the summer after the second year. Summer participants will work full-time at their externship placement. Externships may range from one to six credits, depending on the type and length of the externship. These credits count toward completion of the experiential learning requirement for graduation.

Law students who have completed their first year may apply to participate in the First-Year Summer Federal Judicial Externship. Working under the supervision of the Director of Experiential Learning and the judge, students will develop their legal research and writing skills, learn about litigation through courtroom observation and learn how judicial chambers operate. Students may earn up to three credits. Participation is limited to rising 2L students. Credits earned in this program are purely elective and may not be used to satisfy the experiential learning requirement for graduation.
• Low Income Tax Clinic

The Low Income Tax Clinic provides free legal representation to low-income people in disputes with the Internal Revenue Service (IRS) while allowing law students to practice tax law. Students represent clients with assessments, collections, compliance and other matters. They are supervised by the tax clinic director but obtain their own student attorney designation from the IRS and tax court. This designation allows the student to represent low-income taxpayers in tax controversies before the IRS, IRS appeals and the tax court. Services offered through the clinic include:

- Assisting with an audit or helping to obtain an audit reconsideration
- Filing a U.S. tax court petition or appearing in U.S. tax court on behalf of a client
- Preparing a settlement offer to settle a tax debt
- Requesting a stay in collections
- Helping to settle tax debts through the IRS Offer in Compromise program

• Practicum Opportunities

Students may also elect to participate in a practicum which combines the intensity of focused doctrinal study in the classroom with related field work performed under the supervision of a licensed attorney.

 o Tax Planning and Practicum

The tax practice and skills course gives students the opportunity to represent hard-to-reach, low-income rural residents in communities throughout Alaska, joining over 150 program contributors and more than 80 volunteers. Students will provide direct legal assistance in individual and business tax law to nearly 130 native communities across 10 regions in Alaska. The practicum is two credit hours and counts toward completion of the experiential learning requirement for graduation.

 o Indigent Defense Practicum

This practicum allows students to represent low-income criminal defendants while learning litigation, negotiation, advocacy skills and appeals processes. Students will work side-by-side with the Minnehaha County Public Defender and the Public Advocate's offices as a defense litigation attorney. Students will conduct interviews and assist in representing clients through several phases of the criminal justice process, including appeals work. In addition, students may have the opportunity to learn about and participate in applications for writs of habeas corpus and parole revocation proceedings.

This practicum is two credits and counts toward completion of the experiential
learning requirement for graduation.

- Pro Bono

The Director of Experiential Learning oversees the Pro Bono Program. Students who perform pro bono work often find opportunities through the Law School Career Services Office, and through independent contacts and Bar-supported Pro-Bono programs. Individuals who complete a minimum of 50 pro bono hours by graduation, as approved by the Director of Experiential Learning, will be recognized as recipients of the Access to Justice Award during the ceremony. In addition to independent opportunities for arranging pro bono service, students may also participate in several structured pro bono opportunities that are coordinated by the Law School.

  o Equal Justice Works

  The School of Law is a member of Equal Justice Works, formerly the National Association of Public Interest Law. Through its membership, students are eligible for summer internships and fellowships upon graduation from law school. Several opportunities exist in South Dakota on the Indian reservations and elsewhere in the U.S.

  o R.D. Hurd Volunteer Law School Society

  The R.D. Hurd Volunteer Law School Society is a program designed to give second-and third-year law students an opportunity to provide pro bono legal services to low-income people. Students will interview clients, perform research, prepare documents and in some instances make court appearances. A legal services attorney will supervise students and offer assistance throughout the case.

  o Veterans Legal Education Group

  The Veterans Legal Education Group promotes pro bono involvement at the law school and provides service to veterans of the U.S. military.

  o Volunteer Income Tax Assistance

  Law students in VITA prepare income taxes for students and low-income people at no charge.
University of South Dakota: An Overview

Founded in 1862 on the banks of the Missouri River in Vermillion, South Dakota, USD is the state’s flagship institution and its designated liberal arts university. As the largest employer in Vermillion, USD plays a critical role as an economic driver and generates $786 million in annual economic impact to the state. USD is home to the state’s only medical and law schools as well as the state’s first and longest-standing College of Fine Arts. It also houses the Beacom School of Business, School of Education, College of Arts & Sciences, School of Health Sciences, and the state’s largest Graduate School. For more than 150 years, USD has produced the state’s leaders, thinkers, politicians, judges, medical professionals, and entrepreneurs.

With an enrollment exceeding 10,000 students and employing more than 400 faculty members, USD has a strong commitment to student outcomes and success. The 274-acre main campus in Vermillion—housing over 130 student organizations and 18 NCAA Division I sports—has undergone $300 million in upgrades over the last decade and been named one of the most beautiful campuses in the nation.

USD is part of a system of six universities governed by a nine-member Board of Regents. Member institutions are expected to collaborate, share resources, increase efficiency and cost savings, limit program redundancy among universities, and make it easier for students to access programs and transfer easily throughout the system.

USD also offers extensive online education and serves students at multi-institutional learning centers and off-campus locations in Rapid City, Yankton, Sioux Falls, and Pierre.

USD is designated as a “Doctoral University, Higher Research Activity,” by the Carnegie Classification. The University awards graduate degrees through 19 Ph.D. and 38 master’s programs, along with professional degrees in medicine and law.

Annual research expenditures are trending upwards of $30 million with $28 million in grants and awards in FY17.
USD contributes an estimated $786 million in economic impact to South Dakota each year from a state investment of $56.6 million. USD students inject $56 million into the state economy through daily living expenses, over and above tuition and fees. USD aligns its programs, research and infrastructure with its mission to contribute to the state’s economic future and enhance citizen participation and public service.

USD’s Sanford School of Medicine (SSOM) is ranked number one in the nation for rural practice, producing many of the doctors who serve South Dakota communities. SSOM was recently named the top medical school in the nation for community service, honoring the school’s outreach to small towns across the state. The medical school has an innovative curriculum that combines a strong foundation in biomedical sciences with early hands-on clinical experience. Medical students can apply for a rural practice track that provides nine months of clinical training in rural communities across South Dakota.

Across the university, small class size and highly qualified faculty combine to offer USD students a maximum of personal attention and inspiration. Opportunities abound for students to build their non-academic transcripts through leadership in student groups and a wide variety of service opportunities.
University Leadership

Sheila Gestring

President
Sheila Gestring became the 18th president of the University of South Dakota on June 22, 2018. Gestring is a South Dakota native and earned her Master of Business Administration degree from USD in 2014. She is the second alumni and woman to serve as president. Prior to becoming president of USD, Gestring served as chief financial officer since 2010 and on the USD finance staff since 2006.

As a financial leader for USD, Gestring has stabilized the university’s financial position and developed innovative financing plans for new facilities. She has also been a leader in the Onward -- the Campaign for South Dakota fundraising campaign, which raised over $250 million.

Kurt Hackemer, Ph.D.

Interim Provost and Vice President for Academic Affairs
Kurt Hackemer came to USD in 1996 and has previously served as associate dean of Arts & Sciences, associate vice president of academic affairs, as well as interim registrar, interim diversity officer and interim provost and vice president for academic affairs. Hackemer recently served as chair of the Department of History and coordinator of the Native American Studies program from June 2014 to June 2018, and interim dean of the College of Arts & Sciences from February 2017 to July 2017.

Hackemer’s research interests include the American Civil War, the military-industrial complex, and American naval history. He received his bachelor’s degree in history at the University of Chicago, and master’s and doctorate degrees in history from Texas A&M University.
Vermillion, South Dakota

Vermillion, a historic Missouri River town, is located on high bluffs on the north bank of the river. Located near the convergence of South Dakota, Nebraska and Iowa, Vermillion, South Dakota, is 29 miles from Sioux City, Iowa, 62 miles from Sioux Falls, South Dakota, 137 miles from Omaha, Nebraska, and 300 miles from Minneapolis, Minnesota.

The Vermillion community has supported the University since its founding 155 years ago. A town of 10,000 hosting a university of 10,000 is in a unique position to combine small town charm with big town amenities. USD provides the largest payroll in town, and draws large crowds at campus cultural and athletic events.

The USD President is highly visible and plays a significant role in community relations. The relationship between USD and the Chamber of Commerce/Development Company has become an example in the region and beyond for successful partnerships.

USD’s state of the art Wellness Center was developed to serve community members as well as students. The University stepped in to help save the town’s movie theaters by investing with a community group that refurbished the cinemas.

USD’s CFO is appointed to the Chamber board of directors, and others associated with USD are often elected to the board. Joint projects include events, housing and economic development ventures. Currently, a downtown historic building is being refurbished to provide collaborative co-working space, a visitor center and space for the USD retail store, Charlie’s.

These partnerships result in jobs and internships for USD students as well as thousands of hours of community service performed by students annually. Most recently, students helped start a program to save surplus food from the campus dining service to feed the needy.

Vermillion prides itself on a progressive attitude and a safe, welcoming environment. Residents enjoy recreation on the last natural stretch of the pristine Missouri River along with hiking and biking trails. The city’s hospital is newly remodeled and expanded, and the town has installed a new pool and water park.
Procedure for Candidacy

Inquiries, nominations and applications are invited. For fullest consideration, applicant materials should be received by November 5, 2018. Candidates should provide a Curriculum Vitae, a letter of application that addresses the responsibilities and requirements described in the leadership profile and the names and contact information for five references. Candidate confidentiality will be respected and references will not be contacted without prior knowledge and approval of candidates. Inquiries and application materials should be sent via email to the search consultants Werner Boel, LL.M., Zachary A. Smith, Ph.D. and Sophie Stava of Witt/Kieffer, at USDLawDean@wittkieffer.com. Questions may also be directed to the consultants through the office of Jordan Delmonico at 630-575-6911.

Information that cannot be sent electronically may be forwarded to:

Witt/Kieffer
C/o Jordan Delmonico
2015 Spring Road, Suite 510
Oak Brook, Illinois 60523
Phone: 630-990-1370

The University of South Dakota shall offer equal opportunities in employment and for access to and participation in educational, extension and other institutional services to all persons qualified by academic preparation, experience, and ability for the various levels of employment or academic program or other institutional service, without discrimination based on sex, race, color, creed, national origin, ancestry, citizenship, gender, gender identification, transgender, sexual orientation, religion, age, disability, genetic information or veteran status or on any other status that may become protected under law against discrimination. If you have questions or concerns, please contact Human Resources, Office of Equal Opportunity, http://www.usd.edu/human-resources/equal-opportunity.

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