

UNIVERSITY OF KENTUCKY BOARD OF TRUSTEES

Robert S. DiPaola, Provost



DEAN SEARCH PROCESS

Presented previously to Board of Trustees: February 20, 2026, and April 28, 2023

Dean Search Process

Activity	Time*	Stage
Select search firm (if needed)	20-23 days	Stage 1 (Organization)
Call for nominations for search advisory committee (SAC)	7 days	
SAC identified	5-7 days	
Charge SAC	1 day	
Finalize leadership profile	5-7 days	
Role to marketplace and post position to UK Jobs website	1 day	
Recruitment	30-40 days	Stage 2 (Recruitment)
Application review	5-7 days	
Screening interviews via Zoom	5 days	Stage 3 (Interview)
Confidential, off-site, local in-person interviews	2 days	
On-campus interviews and open forums	10 days	
Reference checks, negotiations, signed offer letter	7-10 days	
New dean announced	1 day	
New dean's appointment begins	20-66 days	Stage 4 (Announcement)
Total Time (*Business Days)	119-187 Days	

SEARCHES CONDUCTED USING PROCESS

Search (12)	Process Start Date	Status
College of Medicine	September 2022	Completed
Graduate School (Search 2)	May 2023	Completed
College of Public Health	June 2023	Completed
Rosenberg College of Law (Search 1)	October 2023	Interim Appointed
College of Design	February 2024	Completed
Martin-Gatton College of Agriculture, Food and Environment	May 2024	Completed
College of Education	August 2024	Completed
Rosenberg College of Law (Search 2)	September 2024	Interim Appointed
Rosenberg College of Law (Search 3)	August 2025	Completed
College of Health Sciences	August 2025	Completed
College of Nursing	August 2025	Active Offer
Lewis Honors College	November 2025	Active On-campus Interviews

COLLEGE OF HEALTH SCIENCES DEAN SEARCH TIMELINE

Details	Dates	Stages
Stage 1 1. Select Firm 2. Call for Nominations/Announce Search 3. Charge SAC 4. Role in Market, Post UK Jobs	1. Greenwood Asher 2. Aug. 27, 2025 3. Sept. 18, 2025 4. Oct. 1, 2025	Stage 1 (Organization)
Stage 2 1. UK Jobs Post 2. Application Review Begins	1. Dec. 7, 2025 2. Dec. 8, 2025	Stage 2 (Recruitment)
Stage 3 1. Interviews a. Screening b. Off-site c. On-campus	a. Week of Jan. 19, 2026 b. Feb. 4-5, 2026 c. Feb. 23-March 6, 2026	Stage 3 (Interview)
Stage 4 1. Announcement Date 2. Appointment Effective Date	1. March 30, 2026 2. July 1, 2026	Stage 4 (Announcement)

COLLEGE OF HEALTH SCIENCES DEAN SEARCH

Process details

Stages I and II: Organization and Recruitment

- Search Firm Selection
- Search Advisory Committee (SAC) Formation (18)
 - Co-chairs (2)
 - Faculty (11)
 - College (8)
 - Faculty Senator (1)
 - Other (2)
 - Staff (2)
 - Students (2)
 - Alumni (1)
- Charge SAC
- Review Applications
- Determine candidates for initial screening Zoom interviews

Stage III: Interviews, Review Feedback and Due Diligence

- Screening interviews via Zoom (10 candidates)
- Provost debriefs with SAC for input
- Off-site interviews with University Leadership and SAC Co-chairs (5 candidates)
- Provost debriefs with off-site interview team for input
- On-campus interviews (3 candidates)
 - President
 - Provost
 - President's Cabinet
 - Deans and Associate Provosts
 - College leadership
 - College faculty, staff and students
 - College philanthropy director
 - SAC
 - Public Open Forum
- Review Feedback and Due Diligence
 - Provost debriefs with SAC for input
 - Qualtrics survey feedback from on-campus interviews
 - Mintz Reports
 - Reference Checks
 - Social Media Checks
 - President and Provost Review → Offer to Candidate

ROSENBERG COLLEGE OF LAW DEAN SEARCH TIMELINE

Details	Dates	Stages
Stage 1 1. Select Firm 2. Reconvene SAC 3. Charge SAC 4. Role in Market, Post UK Jobs	1. WittKieffer 2. Week of Aug. 18, 2025 3. Aug. 27, 2025 4. Aug. 29, 2025	Stage 1 (Organization)
Stage 2 1. UK Jobs Post 2. Application Review Begins	1. Nov. 2, 2025 2. Nov. 3, 2025	Stage 2 (Recruitment)
Stage 3 1. Interviews a. Screening b. Off-site c. On-campus	a. Week of Nov. 17, 2025 b. Week of Dec. 1, 2025 c. Jan. 14-Feb. 3, 2026	Stage 3 (Interview)
Stage 4 1. Announcement Date 2. Appointment Effective Date	1. March 6, 2026 2. July 20, 2026	Stage 4 (Announcement)

ROSENBERG COLLEGE OF LAW DEAN SEARCH

Process details

Stages I and II: Organization and Recruitment

- Search Firm
- Search Advisory Committee (SAC) (14)
 - Co-chairs (2)
 - Faculty (7)
 - College (5)
 - Faculty Senator (1)
 - Other (1)
 - Staff (2)
 - Students (2)
 - Alumni (1)
- Charge SAC
- Review Applications
- Determine candidates for initial screening Zoom interviews
- College Town Hall

Stage III: Interviews, Review Feedback and Due Diligence

- Screening interviews via Zoom (14 candidates)
- Provost debriefs with SAC for input
- Off-site interviews with University Leadership and SAC Co-chairs (7 candidates)
- Provost debriefs with off-site interview team for input
- Provost debriefs with SAC for input
- On-campus interviews (4 candidates)
 - President
 - Provost
 - President's Cabinet
 - Deans and Associate Provosts
 - College leadership
 - College executive committee
 - College faculty, staff and students
 - College Visiting Committee and Alumni Association
 - College philanthropy director
 - SAC
 - Public Open Forum
- Review Feedback and Due Diligence
 - Provost debriefs with SAC for input
 - Qualtrics survey feedback from on-campus interviews
 - Mintz Reports
 - Reference Checks
 - Social Media Checks
 - Calls to Faculty
 - President and Provost Review —————> Offer to Candidate

ROSENBERG COLLEGE OF LAW DEAN SEARCH

American Bar Association | Standard 203

American Bar Association: Standard 203

- (a) A law school shall have a full-time dean with the authority and support necessary to discharge the responsibilities of the position.
- (b) Except in extraordinary circumstances, a dean shall also hold appointment as a member of the faculty with tenure.**
- (c) The dean shall be selected by the university or the governing board of the law school, as appropriate, which shall have and follow a procedure for decanal appointment or reappointment that assures **meaningful involvement by the faculty** or a representative body of the faculty in the selection of a dean.

Interpretation 203-1

Except for good cause, a dean should not be appointed or reappointed to a new term over the stated objection of a substantial majority of the faculty.

Interpretation 203-2

In the appointment of an interim or acting dean, the university or the governing board of the law school, as appropriate, should follow a procedure that assures meaningful consultation with the faculty or a representative body of the faculty.

Interpretation 203-3

The extension of an interim or acting dean's service beyond two years is a regular decanal appointment or reappointment for the purposes of Standard 203(c).

“...extraordinary circumstances...” and “...except for good cause...”

- **Budget pressure** — Rising costs, dependence on general funds and scholarship dollars and building debt strain law college finances nationwide.
- **Enrollment and workforce alignment** — Law colleges need vision for graduate, online and continuing education and cross-discipline collaboration.
- **AI and legal technology** — Rapid advances are reshaping legal practice, workforce expectations and professional responsibility, adding complexity every law school must address.
- **Workforce pipelines and mentoring** — Law clerk pathways, JD career development and faculty growth opportunities require sustained, hands-on leadership.
- **External fundraising** — Deeper donor relationships and alumni engagement are essential to long-term financial sustainability.

These conditions demand leadership experienced in navigating change and external complexity — precisely the circumstances contemplated by the ABA’s extraordinary-circumstances framework.

“...meaningful involvement by the faculty...”

- Faculty participated through the SAC, college leadership, executive committee, town halls, on-campus meetings and Qualtrics surveys.
- Engaged in intentional conversations:
 - Spoke individually with faculty who voiced their concerns.
 - Met with the college during another town hall before the announcement. Asked faculty if they would support their new dean even if there was disagreement with the selection — multiple agreed.
- Other institutions have successfully appointed similarly experienced leaders as deans. David Levi, 14th dean of Duke College of Law, noted that his experience as a federal judge prepared him well for the role.
 - “In some important sense, becoming a dean was exactly what I had been trained to do by being a judge for some 17 years.”

ROSENBERG COLLEGE OF LAW DEAN SEARCH

The process was rigorous, consistent and compliant.

- The established search process was followed with meaningful faculty involvement, fully within ABA Standard 203.

The decision reflects the moment the institution and college are in.

- Financial, workforce, technological and reputational pressures place the college at a critical inflection point requiring forward-looking leadership.

Extraordinary circumstances were evaluated and met.

- Conditions facing higher education and this college fall squarely within the ABA's extraordinary-circumstances framework.

The leadership selected aligns with current and future needs.

- Judgment, ethics, institutional leadership and external engagement to support long-term sustainability.
- Strong executive leadership experience, including managing budgets and personnel as U.S. Attorney.
- National reputation and deep loyalty to the Commonwealth and alma mater.
- Experience mentoring students with an understanding of workforce needs.

This decision reflects not a departure from standards, but a careful application of them in a moment of change.

QUESTIONS

