



DEAN

SCHOOL OF SOCIAL WELFARE

position description

KU
SCHOOL OF
SOCIAL WELFARE
The University of Kansas

YOU'LL FEEL THE LEGACY IN THE LANDSCAPE.

ONLY COMPREHENSIVE SOCIAL WORK PROGRAM

in Kansas, awarding professional degrees
at all levels, B.S.W., M.S.W., and Ph.D.

PRESTIGIOUS AAU UNIVERSITY

KU is one of only 34 public members
of the prestigious Association of
American Universities

RANKED 12

nationally among
public universities

STRONG RESEARCH CENTERS AND INITIATIVES

in child welfare, mental health,
aging and disabilities, assets and education,
and spiritual diversity

OVERVIEW

The University of Kansas (KU) seeks a dynamic and collaborative leader to serve as its eighth Dean of the School of Social Welfare. The School of Social Welfare is seeking a candidate who has the enthusiasm and ability to lead the School of Social Welfare in its vision of transformational social work education and research in an environment dedicated to enhancing diversity, equity, and inclusion. It recently formed the Toni Johnson Office of Race and Social Justice to help create an inclusive and supportive educational environment for students, faculty and staff engaged in racial and social justice. The School has a history of more than 25 years as developer and leader of the strengths perspective. It has had state-wide, national, and international impacts for this and other innovations, especially through its research centers and initiatives in child welfare, mental health, aging and disabilities, assets and education, and spiritual diversity. The School offers the only comprehensive social work program in Kansas, awarding professional degrees at all levels, B.S.W., M.S.W., and Ph.D.

Situated in the beautiful, historic, and culturally vibrant city of Lawrence, the School of Social Welfare plays a central role in the life of the University of Kansas. The University of Kansas is the largest of six public universities governed by the Kansas Board of Regents. Founded in 1865, KU is a designated Carnegie comprehensive doctoral / very high research activity university and one of only 34 public members of the prestigious Association of American Universities (AAU). The University enrolls more than 28,000 students and offers students and faculty opportunities to collaborate in its graduate and professional programs which include education, public health, medicine, law, and a number of allied social science disciplines. The University of Kansas is committed to excellence and fosters a multicultural environment in which the dignity and rights of every individual are respected.

The University of Kansas' Bold Aspirations strategic initiative guides the faculty, research, and staff collective in its commitment to educate leaders, build healthy communities, and make discoveries that change the world. With annual research expenditures exceeding \$300 million and an endowment of more than \$1 billion, the University's mission to build healthier communities is particularly embraced by the faculty, staff, and students in the School of Social Welfare. Buoyed by the reputation and productivity of its faculty members and staff, by its success in securing significant external funding, and by the enduring support of its alumni and agency partners in Kansas and beyond, the School of Social Welfare offers an exciting and attractive environment in which to work.



THE SCHOOL OF SOCIAL WELFARE

Social work education began at KU in 1937. The Master of Social Work program, established in Lawrence and in Kansas City in 1946, has been continuously accredited since 1948. The Bachelor of Social Work degree, awarded since 1971, was one of the first in the nation to receive accredited status.

socwel.ku.edu

BSW PROGRAM

offered on two campuses
in Kansas

MSW PROGRAM

offered on four campuses
in Kansas



DOCTORAL PROGRAM

In 2016, doctoral students had 31 peer reviewed publications and 27 presentations at national or international conferences





At present, the School offers the complete M.S.W. program on its Lawrence campus, on the KU Edwards Campus in Overland Park, and on the Fort Hays State University and Garden City Community College campuses. M.S.W. courses are offered in both traditional and blended formats. The School offers the B.S.W. program on the Lawrence campus, and a B.S.W. degree-completion program on the Edwards Campus in Overland Park. The Council on Social Work Education reaccredited the B.S.W. and M.S.W. programs in 2010 and our Master of Social Work program is ranked 12th among public universities according to US News & World Report.

The doctoral program admitted its first students in 1981 and attracts national and international students who seek the conceptual, analytical, and research skills required for success in academic research institutions globally. The School's Ph.D. graduates span the globe and serve the profession as faculty members, university administrators, and researchers.

The School sponsors several collaborative research centers and initiatives: (a) Center for Children and Families; (b) Center for Research on Aging and Disability Options; (c) Center for Mental Health Research and Innovation; (d) the Center on Assets, Education, and Inclusion; and (e) and the Initiative on Spirituality and Social Work Research. With a research portfolio composed of state, federal, and private funding, faculty and research staff have a longstanding history of collaborative work with state and community agencies and have received widespread recognition for their transformative research and policy work both in the state and nationally.

The School of Social Welfare consistently attracts a high level of applications for its academic programs and enjoys a persistent demand for continuing education opportunities from its alumni and community partners. Faculty members are graduates of prestigious universities located throughout the United States and are drawn to Kansas to work with colleagues who are deeply committed to fulfilling the teaching, research, and service missions of the profession. Located in the heart of the nation, the School of Social Welfare offers its faculty and staff the intellectual environment one expects of a flagship university, the ambient environment of the beautiful Kansas landscape, and close proximity to the dynamic Kansas City metropolitan area. Lawrence, a center for the arts and culture in the Midwest, is home to one of the nation's most successful American Indian colleges (Haskell Indian Nations University), whose president is a graduate of the School's Ph.D. program. The School and the University enjoy a thriving town-gown relationship with the City of Lawrence.

OFF-CAMPUS: JUST DOWN THE HILL.

Lawrence is a Top 10 college town — with the eats, arts, and music scene to prove it.

92,000:
the population of
Lawrence, Kansas.
Not too big, not too small.



KANSAS CITY,
just 40 minutes east, offers an
international airport, shopping
and entertainment.



RESPONSIBILITIES OF THE DEAN

The dean serves as chief academic and administrative officer of the School of Social Welfare and reports directly to the Provost / Executive Vice Chancellor. The dean is responsible for providing imaginative, effective, dynamic, and transformational leadership to ensure the School's long term success. Related responsibilities include providing visionary leadership in encouraging and rewarding faculty excellence in teaching, research, and service; fostering academic and scholarly excellence; exploring innovative approaches to enhance the educational experience of students; cultivating opportunities and resources to foster doctoral student education, development, and support to produce future cadres of innovative researchers and educators who are stewards of the profession; creating and maintaining a learning community in which students acquire the knowledge and skills necessary for success in a multicultural world; soliciting and securing financial support for the School of Social Welfare from both public and private sources; energizing alumni and partners of the KU community to provide support — financial and otherwise — to build on the excellence of the School of Social Welfare; ensuring the School maintains and benefits from close contact with the professional community and that the professional community benefits from its involvement with the School; facilitating the recruitment, development, and retention of an outstanding and diverse faculty and student body in which women and minorities are well represented; efficiently and fairly formulating and managing the budget of the School of Welfare to ensure the growth and allocation of its resources in accordance with the best interests of the School and the University; building synergistic relationships with other schools and research centers that enhance the excellence of education and research within the School of Social Welfare and the larger University community; and recruiting, organizing, and directing a talented and effective staff that assist the dean and faculty in the accomplishment of these responsibilities.

In view of this broad array of responsibilities, the search committee is seeking an accomplished and visionary leader who has the organizational and administrative skills necessary to manage a sophisticated academic organization, as well as the interpersonal and management skills to engage successfully with a wide range of constituencies — with the ultimate goal of inspiring continued excellence in the KU School of Welfare.



OPPORTUNITIES & CHALLENGES FOR THE NEXT DEAN

PROVIDE LEADERSHIP IN THE CONTINUED DEVELOPMENT AND REALIZATION OF THE SCHOOL'S VISION

During the last year, the School has launched a visioning campaign to establish a vision for the future and to develop short and long-term goals that align with the School's focus on transformational social work. The new dean will play an integral role in working with faculty, staff, and students in the development and launch of new academic, research, and service initiatives that align with the School's vision and that advance diversity, equity, and inclusion. Through the ongoing visioning campaign, efforts are already underway that the dean will be able to build upon. For example, the School is currently advancing curricular innovations to promote academic excellence and high quality learning experiences for both undergraduate and graduate students. We therefore seek a dean with an ability to lead and manage transformative change and with a track record of inspiring others to coalesce around the process of setting, articulating, and advancing a shared vision that galvanizes the School community.

SERVE AS THE SCHOOL'S PUBLIC REPRESENTATIVE AND ADVOCATE TO ENHANCE VISIBILITY AND STATUS LOCALLY, NATIONALLY, AND INTERNATIONALLY

The next dean will be expected to maintain an active profile within the university, the state, and the broader field of social work to elevate the School's visibility and promote on-going investment in the School. Enhancing the School's visibility requires leveraging current connections with university and state leadership, donors, alumni, and supporters of the School as well as building innovative community partnerships to promote the expansion of the School's vision into new marketplaces. The next dean has an important opportunity to build upon the local, national, and international reputation of the School and enhance the reach and impact of the research, scholarship, and teaching endeavors of our faculty, staff, and students.

PROVIDE LEADERSHIP IN THE SCHOOL'S PLANS TO ADVANCE DIVERSITY, EQUITY, AND INCLUSION

The next dean will lead and collaborate with faculty, staff, and students on the ongoing development and implementation of a proactive policy to address diversity, equity and inclusion (DEI) through innovations in administration, curriculum, research, and organizational culture. The dean will build upon the school's commitment to DEI by expanding and enacting initial plans into a broad and comprehensive approach for the future. The dean will have the opportunity to engage a wide range of stakeholders in multiple activities, practices, and initiatives that will attend to DEI in the overall school climate; recruitment and retention of faculty, staff, and students; academic programs and services; research and scholarship; and activities sponsored by the School's Toni Johnson Office of Race and Social Justice.

BUILD FUNDING SOURCES TO STRENGTHEN THE SCHOOL'S FINANCES

In an environment of state budget shortfalls and increasingly limited research funding, the incoming dean will need to work collaboratively with University administrators and with the School's faculty and staff to ensure that the School remains financially strong. In addition to developing, leading, and encouraging fundraising in support of the School's goals and overseeing finances and budgeting; the dean will develop and implement creative solutions that optimize the School's business performance while maintaining excellence in research, teaching, and University and community service. Given recent faculty success with external funding, especially at the federal level, we also seek an individual who can build upon these successes and further develop and implement innovative methods to support sustainable models of research funding for the School. This may include working with and expanding existing research centers and initiatives, and identifying new opportunities and maintaining and expanding relationships with public and private funders to garner research funding for the School.

REQUIRED QUALIFICATIONS

- A record of distinguished teaching, scholarship and service sufficient to merit an appointment as full professor within the School of Social Welfare
- Prior administrative experience or a demonstrated capacity for leadership
- A doctorate in Social Work or terminal degree in an allied discipline is required



PREFERRED QUALIFICATIONS

- Exceptional communication skills, including respectful collaboration, transparency, and clarity in interactions with faculty, staff, students, and other members of the School community
- Evidence of success in fostering a climate in which excellence in faculty scholarship and teaching is expected, encouraged, and rewarded
- A proven track record of successful fundraising
- Experience and skill in securing and allocating resources to support faculty research and the delivery of high quality academic programs
- Experience securing resources to support recruitment, retention, and development of high quality doctoral students, staff, and faculty.
- Evidence of commitment to diversity, equity, and inclusion
- Evidence of commitment to the development and support of interdisciplinary and international activities and programs
- Administrative experience in higher education
- Involvement at the national level in professional social work organizations and/or organizations shaping social welfare policy
- Knowledge of and experience with social work accreditation

TERMS OF APPOINTMENT

This is a 100% FTE 12-month appointment. The Dean of the School of Social Welfare reports to and serves at the pleasure of the Provost. The initial appointment is for five years. In addition to annual evaluations, the dean's performance will be reviewed in depth every five years.

APPLICATION

The position is available beginning on or around July 1, 2017. While applications and nominations will be accepted until a new dean is selected, applicants are encouraged to apply by March 1, 2017.

Applications must include a curriculum vita and a letter of interest addressing the position qualifications. No reference checks will be made without approval of the applicant.





**APPLICATIONS, NOMINATIONS, AND INQUIRIES
SHOULD BE SUBMITTED TO:**

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