

ASSISTANT/ASSOCIATE/FULL PROFESSOR RACIAL JUSTICE & SOCIAL WORK

KU SCHOOL OF SOCIAL WELFARE



POSITION DESCRIPTION

The review of applications begins on January 22, 2021

<http://www.employment.ku.edu/academic/18314BR>

socwel.ku.edu

KU
SCHOOL OF
SOCIAL WELFARE

The University of Kansas

OUR VISION & MISSION

All individuals, families, & communities utilize their power to achieve justice, equity, & well-being.

The University of Kansas School of Social Welfare, rooted in the Strengths Perspective, aims to transform lives and social contexts and promote social, economic, and environmental justice in Kansas, the nation and the world. We do so by educating students to practice with integrity and competence; advancing the science and knowledge base of social work through scholarship and research; and participating in community-engaged service.

Guiding Principles & Values

Relationship Building: We engage in relationship building that fosters creativity, collaboration, and mutual learning. Relationship building is essential across practice, scholarship, education and service. We take a strengths approach as we serve our local, state, national, and global communities.

Diversity, Equity and Inclusion: We embrace the inherent worth of all people. By taking the position of cultural humility and applying the lens of intersectionality, we seek to develop and promote modes of anti-oppressive social work and dismantle structures of exclusion.

Practice with Integrity: We demonstrate our integrity and trustworthiness as scholars, educators, practitioners, and community members by promoting social work values, ethical practice, and the process of critical reflection.

Multisystem Competency: We recognize that social, economic, and environmental injustices are the root causes of inequities and multiple strategies are necessary to address these. Our work integrates micro/macro social work and builds collaboration across systems and disciplines to create multi-level change.

Critical Perspective: We engage in deliberate and continuing examination of social conditions and solutions. We use critical inquiry to analyze and challenge existing structures and systems in order to advance the field and promote social, economic, and environmental justice.

Empirically Informed Social Work: We rigorously advance empirical research that impacts the social work knowledge base. By translating and applying evidence, we continually transform practice and policy across multiple systems.

Goals

To **prepare BSW, MSW and PhD students** to practice with integrity and attain multi-level competency while working to promote well-being and build community.

To **conduct, disseminate, and translate** theoretical and empirically informed **scholarship and research** that impacts the social work knowledge base and transforms practice and policy.

To **promote social, economic, and environmental justice** through service at local, state, national, and international levels.

**ONLY COMPREHENSIVE
SOCIAL WORK PROGRAM**
in Kansas, awarding professional degrees at
all levels, BSW, MSW and PhD

RANKED IN TOP 12%
of public institution social work graduate
programs by *U.S. News and World Report*,
making it the top ranked program and
longest running program in Kansas

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

STRONG RESEARCH
in eight research cluster areas of
strengths, child and family well-being, social
and economic justice, health equity,
mental/behavioral health, global social
work, older adults, and social work

**YOU'LL FEEL THE LEGACY
IN THE LANDSCAPE.**



////// OVERVIEW

The University of Kansas School of Social Welfare (KU SSW) is seeking dynamic candidates with experience in racial justice for a faculty cluster hire. We aim to recruit and hire two associate/full professors and one assistant professor to begin Fall 2021 (9-month, tenure-track). Faculty candidates with a Ph.D. in Social Work or related fields with scholarly expertise in racial justice are invited to apply. Three faculty members will be hired and affiliated with the KU SSW Toni Johnson Center for Racial and Social Justice and provided Center funds and resources to facilitate their research and scholarly agendas. Additional collaborative opportunities exist within the community, including Haskell Indian Nations, one of two federally operated tribal universities in the U.S.

Candidates should have a research agenda and experience broadly pertaining to racial justice, such as racism and anti-racism; anti-Blackness and Black liberation; Indigenous communities and Native Sovereignty; Latinx communities and anti-Latinx racism; Asian populations, Sinophobia, and anti-Asian racism; etc. Centering racial justice in our cluster hire, we welcome candidates who have scholarly experience in racial justice with intersections across related forms of oppression, including but not limited to environmental justice, international and global issues, immigration and xenophobia, and refugee/migrant issues, etc. We welcome all types of research within an anti-racist or racial justice lens including quantitative, qualitative, and mixed methods; creative methodologies; community-based and engaged research; conceptual, historical, and theoretical scholarship; and innovative methods with the understanding that a broad range of methodologies are necessary to impact and affect change in racist systems and societies. A history of funding is not a requirement for these positions; we encourage candidates to demonstrate a commitment to supporting their research and scholarship through a variety of funding, community-based partnerships, and other mechanisms.

Faculty candidates should have experience in and/or a desire to teach across the BSW, MSW, and/or PhD programs. As part of our ongoing curriculum innovation process and new course redesigns, we are particularly interested in candidates with experience in teaching racial, social, economic, and environmental justice and human rights, although we welcome candidates with interest across our social work curriculum.

The KU SSW is committed to fostering an inclusive and supportive educational environment for students, faculty, and staff. We also encourage our school community members to engage in practice and research related to racial and social justice. We aim to recruit and retain faculty to assist us in this mission to challenge white supremacy in our own school, university, community, and profession. The successful candidates will have a commitment to diversity, equity, and inclusion in social work practice and research, centered in social work values and ethics, and contribute to the school in these areas.

As a School of Social Welfare within a comprehensive, premier research university, we continually strive to reinvent, innovate, transform, and educate through quality education, research advancement, and community engagement. The KU School of Social Welfare offers the BSW, MSW, and PhD programs. The main University of Kansas campus is located in Lawrence and offers the BSW, MSW, and PhD plans of study. The satellite campus, the Edwards Campus, is located in Overland Park, a suburb of Kansas City, and offers the BSW and MSW plans of study. The MSW plans of study are also offered at our two partnership sites, Garden City Community College in Garden City and Pittsburg State University.

*ASSISTANT/ASSOCIATE/FULL PROFESSOR
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////// JOB DESCRIPTION

Situated in the beautiful, historic, and culturally vibrant city of Lawrence, a thriving community 40 minutes from the Kansas City metropolitan area and home to Haskell Indian Nations University, the School of Social Welfare plays a central role in the life of the University of Kansas. Founded in 1865, The University of Kansas is a major comprehensive research and teaching university that serves as a center for learning, scholarship, and creative endeavor. The University of Kansas is the only state university in Kansas to hold membership in the prestigious Association of American Universities (AAU), a select group of 62 public and private research universities that represent excellence in graduate and professional education and the highest achievements in research internationally. The University enrolls more than 28,000 students, offers 5000 courses, more than 400 degree and certificate programs and employs 2,800 faculty members, many of them at the top of their fields. In KU's dynamic, cross-disciplinary research and learning environment, students exchange ideas, discover new ways of processing the world, and address society's grand challenges.

In a continuing effort to enrich its academic environment and provide equal educational and employment opportunities, the university actively encourages applications from members of underrepresented groups in higher education. The successful candidates must be eligible to work in the U.S. prior to the start of the position.

Salary is commensurate with qualifications and experience. Faculty hired as part of this cluster hire will be provided with financial support and resources as part of their affiliation with the Toni Johnson Center for Racial & Social Justice.

The successful candidates must have appropriate authorization to work in the US prior to employment.

////// ALLOCATION OF EFFORT

40% Teaching – Teaching two classes per semester (four classes per year) across the BSW, MSW, and PhD curricula.

20% Service – Participate in school, university, and community service activities.

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Required Qualifications

Evaluation of the following requirements will be made through (1) descriptions of research/creative work and teaching in letter of application, (2) record of accomplishments and productivity included in CV and (3) information provided from three professional references.

For appointment at the rank of Assistant Professor

- A doctorate in social work or a closely aligned applied social science field by August 2021.
- A beginning research career in racial justice as evidenced by scholarly outcomes (publications, presentations) and community-based outcomes (community partnerships, creative and innovative dissemination, etc.).
- Teaching experience in social work.
- Demonstrated commitment to anti-racism and anti-racist research, teaching, and service.
- Demonstrated commitment to social work values of anti-racism, strengths-based practice, and empowerment.
- Demonstrated strong written and oral communication skills as demonstrated by application materials and interview process.

ON & OFF CAMPUS

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.





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.

SCHOOL OF SOCIAL WELFARE

For appointment at the rank of Associate Professor

- A doctorate in social work or a closely aligned applied social science field.
- Ability to begin position as an Associate professor based on KU tenure standards.
- Demonstrated scholarly expertise in racial justice as evidenced by scholarly outcomes (publications, presentations) and community-based outcomes (community partnerships, creative and innovative dissemination, etc.).
- Experience mentoring PhD students and pre-tenure faculty.
- Teaching experience in social work across BSW, MSW, and/or PhD curricula.
- Demonstrated commitment to anti-racism and anti-racist research, teaching, and service.
- A commitment to social work values of anti-racism, strengths-based practice, and empowerment.
- Demonstrated strong written and oral communication skills as demonstrated by application materials and interview process.

For appointment at the rank of Full Professor

- A doctorate in social work or a closely aligned applied social science field.
- Ability to begin position as Full professor based on KU tenure standards.
- Demonstrated scholarly expertise in racial justice as evidenced by scholarly outcomes (publications, presentations) and community-based outcomes (community partnerships, creative and innovative dissemination, etc.).
- Experience mentoring PhD students and pre-tenure faculty.
- Teaching experience in social work across BSW, MSW, and/or PhD curricula.
- Demonstrated commitment to anti-racism and anti-racist research, teaching, and service.
- A commitment to social work values of anti-racism, strengths-based practice, and empowerment.
- Demonstrated strong written and oral communication skills as demonstrated by application materials and interview process.



BSW PROGRAM
offered on two campuses in Kansas

MSW PROGRAM
offered on five campuses in Kansas

DOCTORAL PROGRAM
94% of PhD graduates obtained
university faculty or research
positions after graduation

APPLICATION

////// ADDITIONAL CANDIDATE INSTRUCTION

A complete application package will include:

- Online application
- Cover letter addressing: interest in the position; alignment between their practice, values, and experiences and social work values; commitment to diversity, equity, and inclusion; and anticipated contributions to KU and the SSW.
- Curriculum vitae
- Research and scholarship statement addressing: candidate's area of expertise/interest related to racial justice; community-engaged nature of the candidate's work; plans for incorporating their research agenda at KU; and inclusion of DEI in research and scholarship.
- Teaching, Mentoring, & Advising statement addressing: teaching philosophy with attention to DEI; evidence of responding to student feedback and evaluations; courses taught; interests in teaching at KU; experience with course design; experience mentoring students and pre-tenure faculty (associate/full only).
- Scholarship examples (one or two) - may include evaluation reports, published articles, theoretical/conceptual papers, community dissemination products, grant proposals, policy briefs, creative/innovative dissemination products, etc.
- List of three professional references

Only complete application packages submitted online will be considered. In addition to the materials above, learning about each applicant's contribution and engagement in areas of diversity is an important part of KU's mission. As a result, applicants will be presented the following question at the time of application:

- In your current and/or previous role, please provide an example outlining how you demonstrate your ongoing commitment in working with diverse groups/populations.

REVIEW DATE

Review of applications will begin on **January 22, 2021** and will continue as needed to collect a pool of qualified applicants. To ensure consideration, applicants should apply before application review begins on January 22, 2021. Applications will be accepted and reviewed until the position is filled.

Contact Information for Applicants

Amy Mendenhall, PhD

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Director, Center for Community Engagement & Collaboration
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The University of Kansas is an equal opportunity/
affirmative action institution.

connect.ku.edu

