Dean, School of Social Work

Leadership Profile
The Position

Virginia Commonwealth University invites nominations for and applications from individuals interested in assuming an exciting leadership opportunity as Dean of the School of Social Work.

The dean will take the lead in shaping the future of the school, articulating a vision that defines its standard of excellence, the directions of its growth and the new and established multi-disciplinary connections that are possible across the university. With the faculty, the dean will be responsible for the recruitment and retention of the faculty, extending a high standard of excellence. Focus on the health sciences is centrally important. The dean will be responsible for all matters relating to the management of the resources of the school, including its academic programs; its faculty, staff and students; its facilities; and its $8 million budget. The dean will actively support the university’s advancement initiatives and will lead that effort within the school and among its constituents. The dean will also assure continued focus on the students, both undergraduate and graduate, providing the services and the support to ensure their success. Finally, the dean will recognize, reward, facilitate and actively participate in high-level research activities.

About the School of Social Work

Founded in 1917, the School of Social Work stands as the first school of its kind in the South and is celebrating its 100th anniversary. Through an innovative curriculum that offers bachelor’s, master’s and doctoral degrees in social work, diverse field experiences and ambitious and proactive research priorities, the school informs the leaders of today and prepares the leaders of tomorrow. U.S. News & World Report ranks the graduate programs 22nd among the nation’s top graduate social work programs.

The mission of the VCU School of Social Work is to prepare professional social workers as practitioners, scholars and leaders; to generate research and scholarship for advancing knowledge and practice; and to contribute to local, state, national, international and professional communities to improve quality of life. Guided by the principle of promoting social and economic justice in a diverse and multicultural society, its programs focus on service to and empowerment of people who experience oppression or vulnerability due to inadequate or inequitable distribution of personal, social or institutional resources.

The School of Social Work’s programs are accredited by the Council on Social Work Education through 2019. The B.S.W. degree prepares students for beginning-level generalist social work practice and students are exposed to a variety of skills and interventions, both in the classroom
and in the field, for use in the social work settings. For the M.S.W. degree program, students will experience two placements, a foundation placement and a concentration placement. In the concentration year of the curriculum, students are placed in agencies according to their chosen specialization based on their career interests. The M.S.W. degree is offered in advanced standing and both part-time and full-time distance education formats. Several M.S.W.-certificate combinations and dual-degree options are available. Ph.D. students have a proven track record. Eight-four percent graduate and 75 percent do so within five years. The School of Social Work enrollment profile is composed of approximately 317 undergraduate majors, 16 students pursing a minor in social welfare (administered by the school), 464 M.S.W. students, seven doctoral candidates and eight doctoral students.*

For 100 years our students and world-class faculty have engaged the city of Richmond, Virginia, and surrounding communities in a constant effort to inspire change and advocate for social and economic justice and understanding. Lasting connections were forged with more than 500 human and social service organizations throughout Richmond and the state, allowing students to engage in field experiences that match their passions and future ambitions.

https://www.socialwork.vcu.edu/field/index.html

*As of fall 2017

**School of Social Work Educational Mission and Values**

The educational mission of the VCU School of Social Work is to prepare practitioners, scholars and leaders to contribute to the improvement of quality of life for individuals, families, groups, organizations and communities at the local, state, national and international level. All three educational programs focus on service to, and the empowerment of, people who experience oppression or vulnerability due to inequitable distribution of personal, social or institutional resources. School curricula emphasize ethical integrity and the application of critical-thinking across all competency areas.

The school’s educational values include (a) commitment to the integration of programs, competency-driven content, the scholarship of teaching and learning, and application of academic knowledge; (b) responsiveness to community-identified needs regarding practice and leadership skills and approaches; (c) attention to the diverse learning needs of students and (d) facilitation of interprofessional learning. Our educational programs promote active and engaged student learners guided by a person-in-environment framework, a global perspective, respect for human diversity and applied knowledge based on scientific inquiry. Educational methods are delivered flexibly and include a team-taught, case-based curriculum focused on skills for systemic transformation at all levels, with ongoing community consultation and a focus on human rights and social, economic and environmental justice promotion.
About the university

Virginia Commonwealth University is a major, urban public research university with national and international rankings in sponsored research. Located in downtown Richmond, VCU enrolls more than 31,000 students in 220 degree and certificate programs in the arts, sciences and humanities. Fifty-two of the programs are unique in Virginia, many of them crossing the disciplines of VCU’s 13 schools and one college. The VCU Health brand represents the health sciences schools of VCU, the VCU Massey Cancer Center and the VCU Health System, which comprises VCU Medical Center (the only academic medical center and Level I trauma center in the region), Community Memorial Hospital, Children’s Hospital of Richmond at VCU, MCV Physicians and Virginia Premier Health Plan.

VCU is rooted in a rich history dating to the 1838 founding of the Medical College of Virginia, which now comprises one of the two downtown Richmond campuses. The Monroe Park Campus began as the Richmond School of Social Work and Public Health in 1917. The two campuses merged in 1968 to become VCU, the most comprehensive urban university in the state and one of the most successful research universities in the nation. VCU’s third campus is located in Doha, Qatar, and is a cornerstone of Education City, which is now host to seven other branch campuses of prestigious universities – Weill Cornell Medical College, Texas A&M University, Georgetown University School of Foreign Service, Carnegie-Mellon University, Northwestern University, HEC Paris and University College London.

As an urban institution of higher learning, VCU and its partners have contributed immeasurably to the development of the fabric of the city of Richmond, transforming it into a center of artistic and cultural growth, business development and social services. In consequence, the city and its leadership in business, industry and cultural affairs have given extraordinary support to the university’s growth, complementing the support of the commonwealth. Richmond, the capital of Virginia, is a diverse cultural city, surrounded by historic neighborhoods, parks and the scenic James River.

VCU’s Strategic Plan – Quest for Distinction

Virginia Commonwealth University is in the sixth year of its six-year strategic plan — Quest for Distinction. The plan guides the university forward in the areas of student success, faculty and

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**VCU**

**Just the Facts (2016-17)**

**Enrollment:**
- Total: 31,231
- Undergrad: 24,212
- Graduate: 5,259
- In-State: 83%
- Out-of-State: 17%
- Full-Time: 82%
- Part-Time: 18%
- Female: 59%
- Male: 41%
- Ethnic Enrollment: 45%

**Student-to-Faculty Ratio**
18.4:1

**Faculty and staff**
- FT faculty: 2,274
- Professional: 1,718

**Alumni**
- Total: 182,746

**Sponsored Research:**
$271 million

*Source: About VCU and VCU FactCard 2016-17*

[http://www.vcu.edu/about/facts-and-rankings.html](http://www.vcu.edu/about/facts-and-rankings.html)
[https://opds.vcu.edu/media/decision-support/factandfigures/facts-cards/FactCardFinalWebsiteVersion.pdf](https://opds.vcu.edu/media/decision-support/factandfigures/facts-cards/FactCardFinalWebsiteVersion.pdf)
Mission

As the premier urban, public research university in Virginia, VCU’s mission is to advance knowledge and student success through its commitments to:

• An engaged, learner-centered environment that fosters inquiry, discovery and innovation in a global setting
• Research that expands the boundaries of new knowledge and creative expression and promotes translational applications to improve human health
• Interdisciplinary collaborations that bring new perspectives to complex problems and mobilize creative energies that advance innovation and solve global challenges
• Health care that strives to preserve and restore health for all people, to seek the cause and cure of diseases through groundbreaking research and to educate those who serve humanity
• Diversity that provides a climate of inclusion, a dedication to addressing disparities wherever they exist and an opportunity to explore and create in an environment of trust
• Sustainable, university-community partnerships that enhance the educational, economic and cultural vitality of the communities VCU serves in Virginia and around the world

Vision

VCU will be a premier urban, public research university distinguished by its commitment to the following:

• The intellectual and academic success of a diverse student body
• Research and discovery that advances knowledge, inspires creativity and improves human health
• The global engagement of students, faculty and staff that transforms lives and communities

Core Values

• Accountability: committing to the efficient and transparent stewardship of our resources to achieve institutional excellence
• Achievement: ensuring distinction in learning, research and scholarly pursuits, service, and patient care
• Collaboration: fostering collegiality and cooperation to advance learning, entrepreneurship and inquiry
• Freedom: striving for intellectual truth with responsibility and civility, respecting the dignity of all individuals
• Innovation: cultivating discovery, creativity, originality, inventiveness and talent
• Service: engaging in the application of learning and discovery to improve the human condition and support the public good at home and abroad
• Diversity: ensuring a climate of trust, honesty and integrity where all people are valued and differences are recognized as an asset
• Integrity: adhering to the highest standards of honesty, respect and professional and scholarly ethics

The Provost and Vice President for Academic Affairs

• Gail Hackett, Ph.D., was named VCU’s provost and vice president for academic affairs on March 1, 2015. She previously served as provost and executive vice chancellor at the University of Missouri, Kansas City, a position she held since 2008.
• At UMKC, Hackett led the strategic planning committee that created and developed the university’s 10-year strategic plan, guiding academic strategic plans and a new campus master plan that emphasizes research, student success and diversity. She also chaired the university budget committee, which resulted in UMKC implementing a new responsibility-based budget model. Under Hackett’s leadership, UMKC significantly increased quality program and course offerings through online and distance learning.
• Hackett served in several administrative positions during a 20-year career at Arizona State University, including university vice provost and founding dean of University College. Hackett also held faculty positions at the University of California, Santa Barbara, and The Ohio State University. A prolific scholar and teacher, Hackett has published more than 70 peer-reviewed articles. Two additional articles are pending publication.
• She has chaired 25 dissertations and theses. In addition to serving as associate editor for the Journal of Counseling Psychology (1993-99), Hackett has served on the editorial boards for
The Counseling Psychologist, Journal of Counseling and Development, Journal of Vocational Behavior, and Counselor Education and Supervision. She has received numerous awards throughout her career including the Outstanding Achievement and Contribution Award of the Arizona State University Commission on the Status of Women; the Women of Color Psychologies Publication Award of the Association for Women in Psychology; and the Counseling Research Award of the American Educational Research Association. She is a fellow of the Western Psychological Association, the American Association of Applied and Preventive Psychology, the Society for the Psychology of Women and the Society of Counseling Psychology of the American Psychological Association, and the American Psychological Society.

- Hackett holds an academic appointment as professor of psychology in the College of Humanities and Sciences. She received a Ph.D. in Counseling Psychology, a Master of Education degree in counseling and a bachelor’s degree in psychology from The Pennsylvania State University.

**Accreditation**

Virginia Commonwealth University is accredited by the Southern Association of Colleges and Schools Commission on Colleges to award baccalaureate, master’s, doctoral and first-professional degrees. For more information, visit sacs.vcu.edu.

**About Richmond, Virginia**

The metropolitan area offers minimal traffic congestion with less than a 25-minute commute on average. Richmond is centrally located with the Atlantic beaches, Blue Ridge mountain ski slopes and hiking, and Washington, D.C., all within a two-hour drive.

For more information on the city of Richmond, please visit:

- [www grpva com living-in-richmond](http://www.grpva.com/living-in-richmond)
- [www visitrichmondva com](http://www.visitrichmondva.com)

**The Responsibilities of Dean for the School of Social Work**
Reporting to the provost and vice president for academic affairs, the dean will have responsibility for providing leadership in academic, research and fund-development activities for one of the largest accredited, comprehensive social work programs in the U.S. Responsibilities include:

• Developing budgets, managing the school's fiscal affairs and setting strategic, operational and financial direction for the school
• Leading the research/scholarly, teaching and service activities with a focus on the health sciences
• Contributing to the leadership and development of new and multidisciplinary connections across the university
• Identifying and engaging in activities to increase research funding opportunities through partnerships and community engagement
• Recruiting, retaining and mentoring faculty and increasing internal and external opportunities for faculty
• Leading and working with faculty in the creation and review of academic and clinical programs
• Continuing and refining curricular transformation within the school; the dean will recognize, reward and foster an environment of innovative curricular and teaching practices
• Elevating the VCU School of Social Work brand, message and vision through community outreach and networking in Richmond and beyond
• Establishing and strengthening relationships with community partners, alumni, potential donors and federal and state agencies
• Developing, leading and engaging in philanthropic outreach and public service efforts for the school, cultivating friendships and increasing fundraising activities to support the university’s advancement initiatives
• Leading and coordinating the shared governance of the school and working to create a diverse, collegial and inclusive environment for faculty and students
• Developing and implementing initiatives to increase student success
• Serving as a strong representative, advocating for the needs of the school, recognizing and advancing opportunities for partnerships, and increasing the visibility of the school within the university
• Overseeing and supporting the maintenance of CSWE accreditation

**Qualifications and Experience**

Demonstrated success in developing external funding and fundraising from private and public sources is highly desired. Experience in administration, research infrastructure development, budget management, personnel management, quality enhancement/accountability and strategic planning is expected. The person selected as dean should be able to collaborate effectively with internal and external partners and have a demonstrated ability to lead a diverse faculty, staff and student body.

Demonstrated understanding and effectiveness working in a diverse academic, socioeconomic,
ethnic, religious and cultural backgrounds, disability and sexual orientation of students, faculty and staff. Experience promoting and enhancing diversity with demonstrated success in working with diverse student populations and a commitment to meeting the needs of all students.

Minimum qualifications for the dean include an M.S.W. from a CSWE-accredited program, a Ph.D. and eligibility for a tenured appointment at the full professor level. The person selected should have a commitment to shared governance and demonstrate a record of building and sustaining a dynamic intellectual community and culture that is characterized by collaboration and collegiality in the pursuit of research, teaching, policy and service goals.

**Salary**

The salary is competitive and commensurate with qualifications and experience.

**Applicant Review**

Confidential applications and nominations will be accepted until the position is filled. The best date of consideration is November 2, 2017. Candidate screening will begin immediately.

**How to Apply**

Inquiries, nominations and applications are invited. The search will be conducted with a commitment of confidentiality for candidates until finalists are selected. Greenwood/Asher & Associates Inc. is assisting VCU in this search. Initial screening of applications will begin immediately and will continue until an appointment is made. Submission of application materials as PDF attachments is strongly encouraged. Confidential inquiries, nominations and application materials should be directed to Greenwood/Asher. Basic personal and demographic information must also be submitted to VCU’s job site https://www.vcujobs.com/postings/66965

Applications and letters of nominations should be submitted to:
Jan Greenwood, Betty Turner Asher, Partners
Marion Frenche, Principal and Practice Leader
Greenwood/Asher & Associates Inc.
42 Business Centre Drive, Suite 206
Miramar Beach, FL 32550
Phone: 850-650-2277 / Fax: 850-650-2272
Email: bettyasher@greenwoodsearch.com
Email: jangreenwood@greenwoodsearch.com
Email: marionfrenche@greenwoodsearch.com

For more information about Virginia Commonwealth University please visit: http://www.vcu.edu/
Virginia Commonwealth University is an equal opportunity, affirmative action university providing access to education and employment without regard to age, race, color, national origin, gender, religion, sexual orientation, veteran’s status, political affiliation or disability.