

Boston University
School of Social Work
Position Description: Dean of the School of Social Work

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Boston University
School of Social Work

Location: Boston, Massachusetts

Position Summary: The Dean provides academic, intellectual, and administrative leadership of the School of Social Work and promotes excellence in all aspects of the School's teaching, research, and practice missions. The Dean will lead the ongoing development of the social justice vision and goals of the School, integrate the plans of the School with those of the University, and effectively communicate the vision and goals to constituencies within and external to BU. The city of Boston and Boston University, the fourth largest private university in the nation with 17 schools and colleges (e.g. Communication, Education, Medicine, Public Health), offer exciting opportunities for the Dean to lead the School in its efforts to solve the human problems of the 21st century through effective local, national, and global partnerships.

The successful candidate will be nationally recognized with demonstrated leadership and administrative experience and strong scholarly visibility within the social work research community. The Dean will have a strong commitment to excellence in research, teaching, and practice and lead the School in continuing its mission to develop dynamic and diverse social work practitioners, leaders, and scholars to advance a just and compassionate society that promotes health and well-being and the empowerment of all oppressed groups, especially those affected by racial, social, and economic inequities.

Responsibilities

The following describe the primary duties and responsibilities of the Dean:

- In collaboration with the faculty and staff, imagines, articulates and implements a vision for BU School of Social Work; provides leadership, advocates for and drives strategies aimed at achieving the School's mission and vision; and establishes the School as the source of scientific advances and best practices in social work.
- Demonstrates a high level of personal and professional commitment, enthusiasm, integrity, and pride in the values of the University, the School, and the social work profession.
- Leads the School's fundraising efforts as part of the University's ongoing comprehensive campaign.
- Assesses the institutional and external environments and judges support for initiatives from institutional leaders, faculty, administrators, and potential benefactors.

- Effectively communicates with a wide audience of students, faculty, University administrators, alumni, community members, and potential benefactors.
- Engages in strategic planning from inception to implementation; establishes specific, measurable goals and other performance expectations; employs a systematic review of progress toward goals and objectives; and effectively communicates the key findings to relevant School and Institutional members.
- Effectively manages numerous programs and activities within the School, including the encouragement and enhancement of research and scholarship, promotion of pedagogical excellence in teaching and curriculum, and the encouragement of innovative clinical and community-based practice models.
- Empowers and supports faculty, administrators, and staff to achieve performance goals and objectives, inspires accomplishment of goals and objectives, and models professional excellence.
- Establishes appropriate mechanisms to select, support and retain highly qualified faculty, department chairs, administrators and other staff, and acts to ensure their professional success, maximizing their ability to contribute to the School of Social Work and Boston University.
- Establishes appropriate mechanisms to recruit, support and retain highly-qualified students in the MSW and PhD programs, with particular attention to students from underrepresented minority groups.
- Promotes a positive, diverse, and inclusive School environment that ensures all faculty, administrators, staff and students are treated with dignity and respect.
- Motivates and facilitates inter-organizational collaboration in research, education, and practice between the School of Social Work and other schools, colleges, and centers of the University.
- Establishes, implements, maintains and leads an effective management structure and team.
- Oversees development and effective utilization of financial, human, and technological resources and physical infrastructure.
- Establishes and maintains effective relationships with other deans and leaders within the University.
- Serves within the University leadership structure, reporting to the University Provost and Chief Academic Officer of Boston University, and participating in substantive ways in a twice-monthly meeting with the Council of Deans.
- Engages effectively with leadership in state and national social work organizations (e.g., Society for Social Work Research, National Association of Social Workers, and Council on Social Work Education).

Required Qualifications:

The ideal candidate will have:

- A demonstrated track record of progressively responsible administrative experience and academic leadership, and a portfolio of professional successes.
- Strong and proven capabilities in complex organizational management including strategic planning, financial stewardship, budget creation, resource allocation, human resource management, risk management, and related decision-making.
- A record of distinguished scholarly accomplishment and a strong commitment to research, teaching, and service for appointment as a full professor in the School.
- Experience and proven success in fundraising.
- The demonstrated ability to work collaboratively with leaders across organizations.
- Exemplary interpersonal and communication skills.
- Impeccable integrity, sense of professionalism, and sound judgment.

Boston University School of Social Work

A Commitment to Advancing Social and Economic Justice

Since its inception in 1937, the BU School of Social Work has been committed to advancing social and economic justice for populations confronting poverty and oppression as well as enhancing the quality of life for all individuals. Today, as it celebrates its 80th anniversary, the School has reaffirmed its commitment to provide leadership in the advancement of social and economic justice and solving the human problems of the 21st century through multidisciplinary collaborations and partnerships locally, nationally, and globally.

Diverse Students and Dynamic Programs

BU School of Social Work strives to produce the next generation of dynamic and diverse social work practitioners, leaders and scholars through exceptional teaching, innovative and rigorous research and transformational community engagement. Over 750 students from across the U.S. and abroad are enrolled annually in MSW studies at the BU School of Social Work whether at our Charles River campus in Boston, our national online program, or one of our three weekend satellite campuses (e.g., Northeastern MA, Southeastern MA, Cape Cod). An additional 25 students are enrolled annually in PhD studies on the Charles River Campus. The BU School of Social Work also has dual degree programs with BU Schools of Public Health, Education, and Theology.

A Rising School of Social Work: Faculty with Local, National and International Impact

Ranked at #12 among graduate schools of social work in the 2016 *U.S. News & World Report*, the BU School of Social Work is home to 30 full-time faculty and 24 part-time lecturers applying their intellectual creativity and leadership in research, education, and/or practice to solve real-world problems and challenges locally, nationally and internationally. The School was ranked in the top 10 nationally for faculty productivity among schools of social work with doctoral

programs by the *Chronicle of Higher Education*. In fiscal year 2016, external sponsored research awards to the BU School of Social Work reached \$ 5.1 million dollars.

Interdisciplinary Research Centers and Collaborations

Faculty collaborate on interdisciplinary research projects with colleagues within the School and across Boston University (e.g., Public Health, Medicine, Rehabilitative Sciences, Education, Psychological & Brain Sciences, Communications) as well as around the country and throughout the world. The BU School of Social Work also has several centers and working groups, including *The Center for Innovation in Social Work and Health (CISWH)*, *The Center for Addictions Research and Services (CARS)*, *The Center for Aging & Disability Education (CADER)* and *The Social Policy Analysis Working Group (SPAWG)*. Students often work closely with faculty on research, scholarship, and community projects, including presenting at national conferences and co-authoring publications.

Opportunities

The position offers opportunities for a leader who can:

- Collaboratively create a vision for the School that continues its established record of excellence in its mission to advance a just and compassionate society that promotes health and wellbeing and the empowerment of all oppressed groups, especially those affected by racial, social, and economic inequities – through excellence and innovation in research, education, and practice.
- Capitalize on the interdisciplinary environment within the BU School of Social Work and further strengthen collaborations with other colleges, departments, and centers at Boston University.
- Further elevate the production of research by School of Social Work faculty, as well as advance the mission and impact of the School's centers, including the recently endowed Center for Innovation in Social Work and Health.
- Capitalize on the University's commitment to promoting student-centered learning through the use of emerging technologies and digital innovations to continue to strengthen the BU School of Social Work MSW and PhD programs.
- Effectively respond to contemporary societal trends (i.e., technology, social media, global urbanization, transnationalism) that are and will continue to transform the social work profession and use this knowledge to inform the School's research, education and practice missions.

Academic Credentials that Merit Appointment as Full Professor

Appointment to the rank of full professor in social work requires the individual have a record of distinguished scholarly accomplishments, a strong history of externally-funded research, recognition as a national/international leader in their area of specialization, evidence of excellence in teaching, significant leadership in service to their university and profession.

Compensation

Boston University will provide a competitive compensation and benefits package appropriate for a position of this scope, stature, and level of responsibility.

Boston University: An Overview

Boston University (BU), a member of the Association of American Universities (AAU), is one of the leading private research and teaching institutions in the world, with two primary campuses in the heart of Boston and programs around the globe. Chartered in 1869, the University today enrolls over 33,000 students including over 16,000 undergraduates and employs nearly 4,000 faculty members across 17 schools and colleges.

BU is the 4th largest private research university in the United States and one of the Boston area's largest employers. BU's students come from all 50 states and more than 100 countries. Students pursue studies on the Charles River and Medical Campuses as well as study abroad programs in over 30 cities around the world. Beginning as an institution serving the local Boston area and New England, Boston University has emerged as a major private research university—hosting leading researchers and scholars in myriad disciplines while offering highly ranked undergraduate, graduate, and professional programs.

The growth of Boston University over the last quarter century has been profound, as it has evolved from a regional university with a focus on undergraduate and professional education, to an internationally recognized, residential, research university that performed over \$369 million of sponsored research last year across both Boston campuses. These education and research programs are sustained by an annual operating budget of approximately \$2 billion.

From its earliest days, Boston University has opened its doors to women and minorities. Founded in 1839 (in Newbury, Vermont) as a Methodist seminary, the University was incorporated in 1869 and emerged in the twentieth century as a Boston-area institution. Until the early 1970s, the University was mainly non-residential, with a modest research profile and limited on-campus housing. The transformation into today's Boston University began in the early 1970s with a conscious decision to raise the University's standing and quality by marshaling resources, primarily from operating funds, to build an infrastructure for basic and applied research and to improve the campus by adding residential facilities. These facilities now include state-of-the-art laboratories and residential high-rises that anchor the John Hancock Student Village and redefine Boston University's skyline.

Boston University is young as a major research university, having fundamentally transformed itself within a roughly 40-year span. This transformation makes possible still more ambitious aspirations. Shortly after his appointment in 2005 as the University's tenth president, Robert A. Brown, with the enthusiastic support of a revitalized board of trustees, initiated the University's first community-wide strategic planning process. The plan that resulted in fall of 2007, *Choosing to Be Great*, defined clear priorities and set ambitious goals—including expenditures of \$1.8 billion over a decade—and generated broad support across the University's schools and colleges (see *Choosing to Be Great* at bu.edu/president/strategic-plan). Following considerable progress in meeting the goals outlined in the 10-year span of the plan, a revision of the plan was completed in 2014 that takes into account new opportunities and challenges. (The plan's seven points can be found at bu.edu/president/letters-writings/letters/2014/10-9.) The University's basic economic model has proved robust, and prudent management decisions have protected the University's

financial soundness even during periods of uncertainty. In fact, Fiscal Year 2016 marked the best-ever financial performance of the University. The University generated \$157.5 million in reserves that are used to advance academic initiatives and for facility renovation and renewal.

The University is engaged in its first-ever \$1.5 billion dollar comprehensive campaign with gifts and pledges totaling over \$1.1 billion to date. Concerted outreach to the more than 321,000 alumni of the University during the period of the campaign — and significant recent major gifts to the University—justify optimism that private giving will continue at a brisk pace. Cash and gifts-in-kind to the University for FY2016 totaled \$157 million, an all-time high.

Boston University's transformation is perhaps most evident in the national and international recognition achieved by faculty in diverse fields on both campuses and in prestigious grants to distinguished programs or departments. U.S. News & World Report ranked BU #32 worldwide in their 2016 list of Best Global Universities and #39 in their 2017 rating of Best National Universities.

Contact

Nominations and expressions of interest should be addressed to:

Professor Judith Gonyea, Chair
SSW Dean Search Advisory Committee
c/o Office of the University Provost
Boston University
One Silber Way, 8th Floor
Boston, Massachusetts 02215
sswdeansearch@bu.edu

Prospective candidates should include a letter expressing interest and current curriculum vitae. Candidates will be asked to provide references after preliminary review and screening.

Confidentiality will be maintained by all faculty and staff involved in the search process; references will be contacted only with the express consent of the applicant.

While nominations and applications will be accepted until a new Dean is selected, interested parties are encouraged to submit their materials before **January 30, 2017**, to ensure full consideration.

Boston University is committed to fostering a diverse University community within a supportive and respectful environment. We believe that the diversity of our faculty, students, and staff is essential to our success as a leading research university with a global reach, and that diversity is an integral component of institutional excellence.

Boston University prohibits discrimination against any individual on the basis of race, color, religion, sex, age, national origin, physical or mental disability, sexual orientation, or because of marital, parental, or veteran status. Boston University strongly encourages minority group members, veterans, disabled individuals, and women to apply for positions for which they are qualified and that are of interest to them.