

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: Boston University invites applications for its next Dean of the [School of Social Work](#). The incoming Dean will provide vision, leadership, and strategic direction, to advance the school's strategic plan, which is focused on transformation, radically collaborative education and compassion. It is an exciting time at BUSSW as the school has recently completed an intensive [strategic planning process](#). The new Dean will have the opportunity to implement the plan, which is focused on dismantling injustice and liberating possibility, to integrate it with the mission of the University, and to communicate the vision and goals of the school to constituencies internally and externally.

Our next Dean will be a nationally recognized scholar in social work or a closely related field, with demonstrated leadership and administrative experience and a visible commitment to advancing social justice. Moreover, they will have a strong commitment to excellence in research, teaching, and practice and will 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.

The Opportunity:

Boston University is the fourth largest private university in the nation, with 17 schools and colleges (e.g. Education, Health and Rehabilitative Sciences, Medicine, Theology, and Public Health), offering 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 new Dean will have the opportunity to capitalize on the interdisciplinary environment within the School of Social Work and Boston University to advance the School's mission and vision. The School has many strengths that a new Dean may build on, including the following:

A Commitment to Advancing Social and Economic Justice Since its inception in 1918, 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, 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 950 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, one of our three weekend satellite campuses (e.g., Northeastern MA, Southeastern MA, Cape Cod), or our new hybrid program

(Worcester, MA). 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 #11 among graduate schools of social work in the 2022 *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 2022, external sponsored research awards to the BU School of Social Work totaled \$ 3.4 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 throughout the Boston consortium, around the country and worldwide. 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 Aging & Disability Education (CADER)* and *The Social Policy Analysis Working Group (SPA WG)*. Students often work closely with faculty on research, scholarship, and community projects, including presenting at national conferences and co-authoring publications.

Responsibilities:

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

- In collaboration with the faculty and staff, the Dean imagines, articulates and implements a vision for the BU School of Social Work; provides leadership, advocates for and drives strategies aimed at achieving the School's mission and strategic 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.
- Promotes a positive, diverse, and inclusive School environment that ensures all faculty, administrators, staff and students are treated with dignity and respect; and promotes the recruitment of a diverse workforce and student body
- Leads the School's fundraising efforts as part of the University's ongoing comprehensive campaign.
- Engages in implementation of the 2050 Strategic Plan; 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
- Effectively communicates with a wide audience of students, faculty, University administrators, alumni, community members, and potential benefactors.
- 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.
- Supports the School's strong and ongoing efforts to identify, recruit and retain highly qualified and diverse faculty, department chairs, staff, and administrators to contribute to their full potential at the School of Social Work and Boston University
- 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 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 that demonstrate a deep understanding of and commitment to both research and practice in the field of social work. Ideally, the candidate will have earned Master's and, or Doctoral degree in social work or closely related fields.
- 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 demonstrated success in supporting excellence in 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.

About Boston University:

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 in more than 30 cities around the globe.

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 had a modest research profile and limited on-campus housing. The transformation into today's Boston University began with a conscious decision to raise the University's standing and quality by marshaling resources to build an infrastructure for basic and applied research and to improve the campus by adding residential facilities. Today, the University enrolls over 33,000 students and employs nearly 4,000 faculty members across 17 schools and colleges.

The University recently completed its first-ever comprehensive campaign with gifts and pledges totaling over \$1.85 billion. 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 #65 worldwide in their 2022 list of Best Global Universities and #42 in their 2022 rating of Best National Universities in the United States.

Contact:

Confidential review of applications will begin immediately and continue until the position is filled. For consideration, prospective candidates should submit a letter of interest and current curriculum vitae to sswdeansearch@bu.edu. Candidates will be asked to provide references after preliminary review and screening. While nominations and applications will be accepted until a new Dean is selected, interested parties are encouraged to submit their materials by **Wednesday, January 11, 2023**, to ensure full consideration.

Please note all newly hired staff and faculty will need to be in compliance with Boston University's COVID-19 Vaccination and Booster [Requirement](#) within 30 days of date of hire. You must upload your vaccine documentation or request a medical or religious exemption ([instructions](#)). For further information on the University's response to COVID-19, please visit the [COVID-19 Resources](#) site.

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.

We are an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, age, national origin, physical or mental disability, sexual orientation, gender identity, genetic information, military service, pregnancy or pregnancy-related condition, or because of marital, parental, or veteran status. We are a VEVRAA Federal Contractor. If you require a reasonable accommodation to complete the employment application, please contact the BU Equal Opportunity Office at 617-358-1796 or eo@bu.edu.