



## The University of Texas at San Antonio™

The Department of Social Work at the University of Texas at San Antonio (UTSA) invites applications and nominations for the position of Department Chair. The Department seeks exceptional candidates with (1) leadership experience, (2) a demonstrated commitment to diversity, equity, inclusion, and social justice, (3) excellence in graduate and undergraduate education, and (4) a record of high-quality research and scholarship. Successful candidates will demonstrate a clear vision for supporting the research and academic programs of the Department, building strong relationships with community partners, expanding the Department's research enterprise, including mentorship of faculty, and advancing equity and social justice.

Successful candidates must also demonstrate their ability to work with and be sensitive to the educational needs of diverse urban populations and support UTSA's commitment to serve as a Hispanic Thriving Institution and a model for student success. The candidates should highlight their experience in advancing diversity, equity, inclusion, and social justice in organizational or community settings, including but not limited to strategic planning, organizational change, recruitment and retention of diverse faculty; successfully teaching, mentoring, and advising diverse students, including students of color, students with disabilities, veterans, first-generation, LGBTQIA+, and non-traditional students.

The UTSA Department of Social Work's MSW program was the first publicly funded graduate social work program in San Antonio, originally accredited by the Council on Social Work Education in 2007 (fully reaffirmed in 2021). It enrolls 200 students and has 12 full-time faculty. Capitalizing on its location in San Antonio and commitment to South Texas, the Program offers a single concentration in culturally competent social work, with an innovative micro to macro framework in local to global settings. The Program's mission is *to serve as catalysts for transformative culturally competent social work through research, education, and service within a local-global context*. The MSW Program has been named a finalist in the graduate category for the 2022 Examples of *Excelencia* program by *Excelencia* in Education. Development of a BSW program is in progress, with final institutional and state approvals expected early 2023 and incoming students in Fall 2023.

In addition to academic programs, the Department is focused on increasing its national and international recognition in research excellence while fostering a collegial work environment.

Faculty are engaged in strong research agendas across a range of areas, including child welfare and well-being, aging, violence prevention and response, social determinants of health and disparities, and health equity. The Department is collaborating with others in the development of an interdisciplinary doctoral program in Applied Community Research. Social work faculty and staff maintain strong relationships throughout the community and nurture strong interdisciplinary collaborations with colleagues across departments in the College for Health, Community and Policy. More details about the program and faculty research can be found at:

<https://hcap.utsa.edu/social-work/faculty/>

The College for Health, Community and Policy (HCAP) was founded in 2020 through a collaborative stakeholder process, with strong engagement of the Department of Social Work and community partners. HCAP includes the departments of Sociology, Psychology, Social Work, Public Health, Kinesiology, Demography, Public Administration, Criminology/Criminal Justice and a Coordinated Program in Dietetics. The mission of HCAP is *to improve the wellbeing of the world around us and to develop recommendations for complex social problems*. The college aims to accomplish this mission through exceptional education, creation and dissemination of knowledge, and partnership with diverse communities and institutions from local to global. For more information about HCAP and its commitment to community engaged research please go to <https://hcap.utsa.edu/what-is-hcap/>.

UTSA is committed to advancing the next generation of Hispanic/Latinx and other historically underrepresented leaders by being a model for student success, a great research university, and an exemplar for strategic growth and innovative excellence while integrating diversity and inclusion (see <https://www.utsa.edu/strategicplan/>). UTSA is one of only 19 Carnegie R1 Hispanic Serving Institutions. UTSA is a proud member of the University of Texas system, known world-wide for its quality and impact, and as a Top 25 Rising Young University (Nature Index, 2019). UTSA serves San Antonio, the 7<sup>th</sup> largest U.S. city, and the broader region of South Texas through programs and services offered from four campuses. More than 67% of UTSA students come from groups underrepresented in higher education, and over half of the student population are first generation students. For more information about the UTSA's commitment to inclusive excellence please visit <https://www.utsa.edu/inclusiveexcellence/>.

### **Qualifications**

The required qualifications are: 1) a Ph.D. in Social Work or closely related discipline; 2) MSW from a CSWE accredited program; 3) experience in an academic leadership/administrative position; 4) demonstrated commitment to cultural competence, inclusion, equity, and working with diverse populations; and 5) outstanding research, teaching, mentoring, and service records that warrant an appointment at the rank of full professor with tenure (contingent upon Board of Regents approval).

Preferred qualifications are: 1) at least two years post-MSW practice experience; 2) experience in an academic supervisory capacity (ideally as Department Chair); 3) experience with CSWE accreditation and innovative curriculum development, implementation, and assessment; and 4) experience with fiscal management responsibilities.

Compensation will be commensurate with applicant qualifications.

### **Application Instructions**

Applicants should submit their materials to: <https://jobs.utsa.edu>.

Applicants are asked to merge all required materials into a single PDF file for submission. In the portal, select the "Faculty" tab to find the position announcement.

The following information is required for applications:

1. Letter of interest describing the applicant's research agenda, history of external grant funding, teaching philosophy and activities
2. Curriculum Vitae
3. Statement describing the applicant's leadership experience, commitments, and vision related to this Department Chair position, including fostering a supportive and productive departmental environment for research, service, and teaching within a context of diversity, equity and inclusion (4-page limit)
4. Complete contact information for at least three professional references

Inquiries about the position should be directed to Search Committee Chair Dr. Francine Romero, Professor and Chair of the Department of Public Administration, University of Texas at San Antonio. 501 W. César E. Chávez Boulevard, San Antonio, Texas 78207-4415. Phone: 210-458-2501; E-mail: [francine.romero@utsa.edu](mailto:francine.romero@utsa.edu).

Initial screening of completed applications will begin **October 1, 2022** and will be open until the position is filled. Incomplete applications will not be reviewed.

UTSA is an Affirmative Action/Equal Opportunity Employer. Women, minorities, veterans, and individuals with disabilities are encouraged to apply. Applicants who are selected for interviews must be able to show proof

that they will be eligible and qualified to work in the United States by time of hire. Tenure is contingent upon Board of Regents approval.

### **About San Antonio**

San Antonio is a vibrant, growing community with a rich cultural history. San Antonio reflects a diverse demographic, with a majority Latinx community and both urban and rural locales close to the city. In 2020, the city was ranked 2<sup>nd</sup> in the nation in population growth.

The city is known for its strong cultural heritage and forward-looking atmosphere, and as a place of inclusiveness. Artifacts found at the San Pedro Springs, just two miles from UTSA's Downtown Campus where the Department of Social Work is located, indicate human activity at the springs more than 12,000 years ago. Five mission complexes, designated as UNESCO World Heritage sites (including the well-known Alamo), draw tourists and represent an important part of the area's history. The missions were established by the Franciscan religious order during Spain's colonization of the Southwest in the 18th century; the 300<sup>th</sup> anniversary of San Antonio's founding was commemorated in 2018. The missions combine architectural features of Spanish and Coahuiltecan cultures. Other noteworthy historic sites drawing visitors to San Antonio include many Works Progress Administration projects built during the depression as part of the New Deal, such as the River Walk and San Antonio Zoo.

San Antonio serves as a cultural and economic draw for visitors from around the world, with Bexar County drawing 30 million visitors annually. The community also draws immigrants from México, Central and South America, and has a large population of resettled refugees from all over the world. More than 295,000 immigrants live in San Antonio (12% of residents).

San Antonio has a thriving economy based on Bioscience/Healthcare, Aerospace/Aviation, Financial Services, Information Technology and Cyber, and Energy, and many grassroots community organizations and non-profits working to address community challenges. The city is home to UT Health San Antonio, Southwest Research Institute and the Texas Biomedical Research, all internationally renowned organizations with which UTSA has many collaborations and partnerships. It is also known as "Military City" for its military installations and governmental facilities including Joint Base San Antonio, Randolph Air Force Base, Lackland Air Force Base, Fort Sam Houston, Camp Bullis, and NSA Texas. UT Health San Antonio hosts the Strong Star Research Network, a multi-disciplinary, multi-institutional research consortium funded by the Department of Defense and Veteran Affairs, leading national research on trauma, resilience, and psychological health interventions.

With areas such as the Pearl, Southtown, and a thriving Arts scene, revitalized for urban living and communal gathering, as well as celebrated historical spaces—San Antonio exemplifies the future for vibrant, urban locales. San Antonio residents benefit from low cost of living and access to scenic greenways across the city to museums and art galleries, history, culture, performing arts, theme parks, family fun, dining and nightlife, festivals and events, shopping, sports, and year-round outdoor lifestyle.