



Dean, Graduate School of Social Work

The University of Denver seeks nominations and applications for the position of Dean of the Graduate School of Social Work.

The University of Denver: An Overview

Founded in 1864, the University of Denver is the oldest independent university in the Rocky Mountain region. It has become one of the West's premier private universities, and plays an integral role in the cultural, social, economic, and educational life of the vibrant city it calls home.

Known as DU, the University is located on a 125-acre campus in a residential neighborhood just minutes from downtown Denver. University Hall, built in 1892, lives alongside buildings from the 1930s, 1950s and early 21st century. During the last 20 years, the University has invested over \$624 million in the construction of new buildings, including the Ritchie Center for Sports and Wellness, the Newman Center for the Performing Arts, Olin Hall, the Ricketson Law Building, Ruffatto Hall (Morgridge College of Education), the Daniels College of Business, the Joy Burns Center, the Anderson Academic Commons (home of Penrose Library) as well as two new residence halls. New buildings are currently under construction for the Ritchie School of Engineering and Computer Science and the Josef Korbel School of International Studies. The entire campus is also designated as an arboretum.

The University of Denver is an independent, doctoral granting research university with high research activity. US News and World Report lists the University of Denver among the nation's top 100 universities. DU is classified as a research university with high research activity by The Carnegie Foundation. The University enrolls about 11,800 students from all regions of the United States and 76 other countries in its distinguished undergraduate liberal arts and sciences, graduate and professional programs. The University's academic programs are organized into eight diverse schools and colleges. Each program features cutting-edge curricula, professor-led courses, and access to the latest tools and technology. The 11:1 student-to-faculty ratio and small classes allow personalized instruction as well as diverse opportunities for research, exploration, and critical thinking. There are 696 full-time appointed faculty members of which 90 percent have earned the highest degree in their fields.

In fall 2014, there were 5,643 undergraduates and 6,166 graduate students. The median quantitative reasoning and reading comprehension SAT scores of the incoming 2014 freshman class total 1208 with a median high school GPA of 3.68. Ten percent of students are international. Fifty-four percent of the student body is female, and 20 percent are domestic minority. DU students are ethnically, culturally, and spiritually diverse. What binds them together is a commitment to new experiences, small class sizes, individualized attention and access to professors, a love of diverse perspectives and scholarly excellence, and an insatiable

curiosity and drive to make a difference. Students work closely with faculty, peers, and members of the community on projects, research and fieldwork. They cross disciplines to discover new perspectives and approaches to problem solving. To prepare students for the challenges of productive citizenship, the University of Denver offers rigorous programs that emphasize critical thinking, creative problem solving, and global experience. When students leave DU, they are ready to make a difference in communities around the world.

The University has total revenues of \$488 million and total endowment assets in excess of \$489 million. In FY 2014, the University raised \$79.7 million in annual giving. FY 2014 sponsored research expenditures exceeded \$22 million. The University's research partnerships with corporations include Lockheed Martin, United Launch Alliance, DePuy, Arrow Electronics, DaVita, and others.

The University has 1368 full-time staff and 189 part-time staff, making it Denver's 21st largest employer. There are more than 100,000 active alumni worldwide. Notable DU alumni include former U.S. Secretary of State Condoleezza Rice; U.S. Army Chief of Staff General George Casey; former U.S. Secretary of the Interior Gale Norton; Time Magazine Editor at Large David von Drehle; Olympic gold medalist Michelle Kwan; and Peter Coors, chairman of the board of MillerCoors.

Colorado is ranked the fourth happiest state in the nation (WalletHub. 2014). With 300 days of sunshine a year, there are [plenty of reasons](#) to get outside. Not only is Colorado the country's most popular ski destination, but also home to 4 national parks, 42 state parks, and many outdoor recreation areas for boating, hiking, camping, swimming, snowmobiling, bird watching, picnicking, world-class fishing, hunting and biking. Due to active lifestyles and access to the outdoors, Colorado has the fittest and leanest population in the nation. DU students, faculty and staff enjoy countless adventures in the great outdoors of the vast Rocky Mountains, and can explore the diverse cultural attractions, sporting events and vibrant city scene of Colorado's Mile High City. Student athletes compete on the Denver Pioneers NCAA Division I Summit League sports teams. The school's ski team has won more national championships than any other program in the country. On the professional level, Denver has a team in each of the four major sports leagues: the Denver Broncos in the NFL, the Colorado Avalanche in the NHL, the Denver Nuggets in the NBA, and the Colorado Rockies in the MLB. For creative entertainment, students can check out musical, theatrical, and innovative performances in the on-campus Newman Center. The University campus also hosts the Pen and Podium series, which brings in several famous authors and poets to speak each year. The [Denver Performing Arts Complex](#) is the largest performing arts complex under one roof, and it is home to the Colorado Symphony Orchestra, Opera Colorado, Denver Center Theater Company, and the Colorado Ballet. To explore downtown Denver, students can hop on the city's Light Rail system, a network of trains that stop on campus and travel to more than 40 other locations. The city is known for its revitalized urban areas, including Lower Downtown, or LoDo, a hub of shopping, dining, and nightlife that is 8 miles from campus. The Metro Denver region is consistently ranked as one of the fastest-growing areas in the nation.

About the Chancellor

The University's chancellor, [Rebecca Chopp, PhD](#), comes from Swarthmore College in

Pennsylvania. There she served as president and passionately upheld the College's longstanding commitment to admitting the most highly qualified students without regard for their financial circumstances. She supported innovative ways for faculty and students to interact and extended the distinct role the school plays in educating students to build inclusive communities and to become leaders motivated to contribute to the common good. Before joining Swarthmore, Dr. Chopp served as president of Colgate University, where she led a comprehensive strategic plan that expanded the University's academic space, strengthened academic programs and developed new interdisciplinary centers. She also served as provost and executive vice president for academic affairs at Emory University and as a dean at Yale University. Dr. Chopp is a widely published author and editor. She is also the immediate past chair of the Centennial Conference President's Council. Previously, Dr. Chopp served on the governing boards of the Association of American Colleges and Universities and the National Survey of Student Engagement. She has also served as a member of the executive committee of the Annapolis Group, the Board of Trustees of the Carnegie Foundation for Teaching, and president of the American Academy of Religion. A native of Kansas, Dr. Chopp received a BA from Kansas Wesleyan University, an MDiv from St. Paul School of Theology, and a PhD from the University of Chicago. Each of her alma maters has honored her with distinguished awards, and she has received six honorary doctorates from other colleges and universities.

The Provost

The Dean reports to the Provost and Executive Vice Chancellor [Gregg Kvistad](#). Dr. Kvistad has served the University of Denver as a professor and administrator for more than two decades. In 1992, Dr. Kvistad became chair of the University's political science department and served in that capacity for six years, until he was named dean of the Divisions of Arts, Humanities and Social Sciences. He continued as dean until 2006, when he was named the University's chief academic officer. Dr. Kvistad's academic career began at the University of Minnesota, where he received his bachelor's degree in political science. He then moved to the West Coast to pursue his graduate studies in political science at the University of California, Berkeley, where he received his master's and doctorate degrees. At DU, Dr. Kvistad has taught a variety of classes on comparative politics and political economy.

The Graduate School of Social Work

The Graduate School of Social Work (GSSW) offers the Master of Social Work (MSW) program and one of America's oldest social work PhD programs.

The highly ranked Master of Social Work (MSW) program offers nine practice concentrations in child welfare, children and youth, family systems practice, advanced social work practice, aging services and policy, health and wellness, mental health, organization leadership and policy practice, sustainable development and global practice. It also offers three innovative certificates in animal assisted social work, couples and family therapy, and social work with Latinos/as and opportunities to pursue interdisciplinary dual and cooperative degrees in law, international studies, theology or other graduate degrees. A one-year advanced standing option is available to students with a BSW degree. An online MSW program is scheduled to launch in Fall 2017.

The PhD program, founded in 1968, is one of the oldest doctoral social work programs in the

U.S. The program has produced 194 graduates, most of whom have gone on to assume leadership positions in academic, government, and research institutions. The program is interdisciplinary in nature and offers coursework in theory, policy, and research methodology. Students develop expertise in a substantive research area and work closely with faculty members on a variety of research projects.

The school employs 43 full-time appointed faculty and 80 staff, including staff from all institutes, centers and research programs within the GSSW and enrolls 536 students. The school's operating budget exceeds \$10 million annually and FY15 total research expenditures were nearly \$6 million. The GSSW is one of the University's leading divisions in terms of externally supported projects. The MSW program is accredited by the [Council on Social Work Education \(CSWE\)](#).

The GSSW offers the MSW degree in three locations. The majority of students attend the Denver campus where they have access to all specialized concentrations and certificate programs, as well as the opportunity to complete interdisciplinary graduate degrees. The [Four Corners MSW program](#) is located in Durango, Colorado and serves the Four Corners region that includes southwestern Colorado and parts of Arizona, Utah and New Mexico. Course content is designed to meet the unique needs of the region's rural and tribal communities and features weekend scheduling. The [Western Colorado MSW program](#) is located in Glenwood Springs, Colorado and is designed to meet the unique needs of Colorado's rural and mountain communities in Eagle, Garfield, Grand, Gunnison, Pitkin, Mesa, Montrose and Summit Counties and also offers weekend programming.

The mission of Graduate School of Social Work is to foster social responsibility regarding social and economic justice, quality of life and multicultural communities, based on equality for all people. As a center for the creation and dissemination of knowledge, the school provides graduate social work education in order to alleviate and prevent social problems of individuals, families and communities. Additional information about the GSSW is available at <http://www.du.edu/socialwork/>.

Faculty

The 43 faculty members in the GSSW bring many years of clinical and community practice into the classroom aiding students in becoming effective clinicians, influential policy analysts, successful community organizers, internationally recognized scholars and more. The faculty members collaborate with social work students and across disciplines to create innovative, interdisciplinary and meaningful teaching and learning experiences for students. Additional information about the GSSW faculty and scholarship are available at <http://www.du.edu/socialwork/facultyandstaff/index.html>.

Institutes and Centers

The GSSW is home to three institutes that offer internships and stipend opportunities for students to gain practical experience while providing important services to the community. The Erna and Brad Butler Institute for Families seeks to enhance the well-being of children, youth and families through research, education, training and consultation. More than 30 professional staff, research

faculty and students work on externally funded projects through the Butler Institute. The Butler Institute administers the Title IV-E stipend for students pursuing a career in Child Welfare. The Institute for Human-Animal Connection addresses the critically important relationships between animals and people through research, training and education, technical assistance and advocacy. This multidisciplinary focused Institute is the first program of its kind housed in a school of social work and offers the Certificate in Animal-Assisted Social Work to students. In addition, the Bridge Project provides education and career opportunities to children, youth and families in four Denver public housing developments; it is the only direct service program in the nation administered by a graduate school of social work.

The Center for Effective Interventions (CEI) is dedicated to developing a continuum of highly effective programs based on quality research, the highest training standards and implementation with full fidelity to an identified practice model. The center is committed to helping communities create sustainable and lasting change for troubled families, children and youth through evidence-based and best practice models. Finally, the GSSW offers the PROGRESS program to meet the increasing need for specially trained social workers to serve an aging population.

Students

Along with the faculty and staff in the GSSW, students share a commitment to social justice and positive change. The 536 students represent all 50 states and many foreign countries. About a third of the doctoral students are international students, who will return to their home countries to serve in government administrative roles, non-governmental organizations and universities. Students serve critical community roles in internships of their choice in over 600 sites. 95% of GSSW students receive merit-based financial aid.

Board of Visitors

The GSSW is assisted by a 14- member Board of Visitors who serve as advisors to enhance the relationship between the GSSW and the community. The Board works to increase the community's awareness of the school's programs and connect the university in efforts to strengthen the community.

The Role and Responsibilities of the Dean

The Dean is the chief academic, administrative and budgetary officer for the Graduate School of Social Work and is responsible for leadership and development of all internal programs and external relationships with other academic units, alumni, and community.

The duties and responsibilities of the Dean include:

- Collaborating with the Chancellor, Provost, and other Deans to serve as a leader who can develop and coordinate academic programs, interdisciplinary initiatives, and traditional and cross-disciplinary scholarship;
- Growing the GSSW resource base by leading efforts in fundraising, grant development, and by strengthening relationships with alumni and other external constituencies;
- Strongly advocating for diversity in education, research, and service and helping to lead

the campus-wide commitment to inclusive excellence.

- Continuing to build upon the successes of the GSSW through program innovation and cross discipline opportunities;
- Empowering staff to effectively manage GSSW operations and resources;
- Teaming with administration, faculty, staff, students and stakeholders to develop and implement a comprehensive strategic plan and vision for achievement to address market demands and position the GSSW as a continued leader in social work education;
- Championing the GSSW within the mission of the University;
- Thoughtfully and effectively managing the budget and allocation of GSSW financial resources;
- Promoting, assessing, and rewarding excellence in research, teaching, and service;
- Advocating for all programs and activities offered within the GSSW;
- Working with the faculty, staff, chairs, and directors to assure open and impartial administration of standards and procedures in governance, faculty recruitment, development, promotion, tenure, and retention; and
- Interacting with, supporting, and inspiring students; fostering excellence in student recruitment and retention; and building positive student communities, the members of which will flourish as alumni.

Opportunities and Challenges for the Next Dean of the Graduate School of Social Work

Provide leadership for the development and implementation of the next strategic plan. The next Dean will build upon the school's strengths and will be charged to work with stakeholders in developing the school's strategic vision and plan for the future. The Dean will have the opportunity to bring the community together in a broadly inclusive strategic planning and implementation process to launch new initiatives in response to market demands and changing societal demographics. It will be important for the new Dean to have entrepreneurial and strategic vision and an understanding of trends and opportunities in the marketplace. Sound technical skills, analytical ability, good judgment, and strong operational focus are critical.

Build funding sources to strengthen the school's finances. The GSSW's ability to support its faculty and sustain the levels of programmatic excellence and creativity to which it is committed requires substantial funding. The Dean will have the leading role in articulating these needs and bringing these resources to the school. The Dean will seek opportunities in multidisciplinary grant proposals, new methodologies for course delivery and degree attainment and continued outside funding support from alumni and external foundations and corporations with a commitment to increasing student financial aid, providing facilities to accommodate program growth and supporting faculty and programs within the school. The school is planning the launch of an online MSW in 2017.

Act as the public face for the GSSW within and beyond the university and work to continue to raise the school's visibility locally, nationally, and internationally, as well as create partnerships externally with the private sector. The next Dean will be expected to maintain a very visible and active profile in the greater Denver area, to leverage DU's current connections, and to cultivate new ones that will advance the school's ability to address important needs in society. In addition to strengthening local ties, the next Dean will need to build collaborations with the community that will help create innovative solutions to social injustice.

Increase interdisciplinary university-wide efforts by working to build strong partnerships across disciplines and provide the necessary tools to encourage and support interdisciplinary collaborations at the University of Denver. The next Dean will be expected to advance the school and the university as a whole by forging programmatic, educational, and research partnerships with other schools. Deans at the university are expected to be innovative collaborators. The Dean meets with the Provost and other deans regularly to discuss opportunity. The school's capacity for growth and distinction is significantly enhanced by these collaborations.

Continue to build the academic excellence, research productivity, and reputation of the school through the development of current faculty and staff, as well as the attraction and retention of new faculty and staff. The school offers the next Dean the opportunity to take full advantage of the impressive quality of its personnel; to advance the creative, entrepreneurial culture that drives research and discovery; and to provide vision and leadership for educational innovation and the facilities that support that innovation, driving faculty and staff success. The Dean should foster an environment of the highest expectations in research, practice and education. The Dean will be expected to work with both junior and established faculty to provide opportunities to develop and contribute at every stage of their careers.

Desired Qualifications and Characteristics

We are seeking an innovative leader who will advance the institution's research and educational missions, commitment to diversity, and development initiatives. The ideal candidate will be a strategic, collaborative, and visionary leader with a record of distinguished teaching, scholarship and service sufficient to merit a tenured appointment as Professor within the GSSW. Candidates should have one or more graduate degrees in Social Work. A doctoral degree in Social Work or a related field is required.

The next Dean of Graduate School of Social Work must be a collaborative innovator and visionary leader with a commitment to excellence. The ideal candidate will possess the ability to:

- Lead the development of the school's next strategic plan;
- Represent the GSSW effectively in regional, national and global settings;
- Cultivate strong relationships with alumni and donors;
- Raise financial resources for the GSSW;
- Attract first-rate faculty, staff and students;
- Exhibit a track record of collaborative program development, teamwork, and partnership building;
- Manage a complex academic unit while articulating a vision and goals for the future, and deploying resources organized to achieve strategic ends;
- Understand trends in social work education and possess the ability to deliver innovative programming;
- Demonstrate a commitment to diversity and inclusive excellence;
- Provide vision for, and a strong commitment to social work education;
- Be passionate about engaging directly with students;
- Foster multidisciplinary collaboration within the institution;

- Demonstrate experience with planning and budget oversight; strong organizational, administrative, and interpersonal skills; and exceptional oral and written communication skills;
- Function effectively in a collaborative environment;
- Think strategically and “out of the box” when needed; and,
- Be energetic, passionate, and flexible.

Information for Candidates

This position is available as of July 1, 2016. For best consideration, please send all confidential nominations, inquiries and expressions of interest by January 4, 2016 to:

Susan VanGilder, Principal
Beth McCarthy, Consulting Associate
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The University of Denver is committed to enhancing the diversity of its faculty and staff and encourages applications from women, minorities, members of the LBGT community, people with disabilities and veterans. The University is an equal opportunity/affirmative action employer.