Position Specification

University of Pittsburgh
Dean, School of Social Work

2017
CONFIDENTIAL POSITION SPECIFICATION

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<th>Position</th>
<th>Dean, School of Social Work</th>
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<tr>
<td>Institution</td>
<td>University of Pittsburgh</td>
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<tr>
<td>Location</td>
<td>Pittsburgh, PA</td>
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<td>Reporting Relation</td>
<td>The dean reports to the Provost.</td>
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<tr>
<td>Website</td>
<td><a href="http://www.socialwork.pitt.edu/">http://www.socialwork.pitt.edu/</a></td>
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INSTITUTIONAL BACKGROUND/CULTURE

School of Social Work

Celebrating its 100th anniversary in 2018, the University of Pittsburgh School of Social Work is ranked #10 by the U.S. News and World Report. A total of 98 undergraduate and 498 graduate students are matriculated in the school’s three degree programs – Bachelor of Arts in Social Work, Master of Social Work, and Doctor of Philosophy – which are taught by a diverse and engaged faculty. Home to 36 full-time faculty and 25 staff, the school generates $35.3 million in research and training funding and has satellite MSW programs at University of Pittsburgh's Bradford and Johnstown campuses.

The mission of the School of Social Work is to advance knowledge and to apply that knowledge for the fulfillment of human potential through the prevention and amelioration of social problems. The school is committed to promoting the values of social and economic justice. Recognizing the complexities of contemporary society, the school dedicates itself through its educational, research, and public service activities to advocating for a society that respects the dignity and achievement of all individuals, families, and communities. In furtherance of its mission, the goals of the School of Social Work are to:

- Educate professional social workers with the knowledge, skills, and values needed to engage in culturally competent practice with diverse populations and communities, to critically analyze personal, familial, and environmental factors affecting practice settings and practice techniques, and to advocate for those who confront barriers to maximizing the achievement of their fullest potential.
- Engage in scholarly activities that contribute to professional knowledge about complex social problems and innovative approaches to ameliorate those problems.
- Provide service to local, national, and international communities through the development of and participation in collaborations with social agencies, community-based organizations, government, and foundations.

THE OPPORTUNITY

The School of Social Work is positioned to move forward to the next level of excellence as the school enters its second century. The next dean will find a highly talented and diverse faculty engaged in interdisciplinary research leveraging the strengths of the University of Pittsburgh,
including strong partnerships with the schools of the health sciences and UPMC. The next dean will be poised to continue to strengthen cross-campus partnerships with units such as the new School of Computing and Information, Dietrich School of Arts and Sciences, School of Education, and School of Law. The school is strategically positioned to lead the future of social work education in a range of specialties such as integrated health; gerontology; school social work; mental health; human services management; and children, youth, and families. These program specialties address issues across the life span and reflect the diversity of programming available to students at the undergraduate and graduate levels. Building on the strengths of the city of Pittsburgh, the school is deeply engaged in the local, urban community while also capitalizing on the breadth of exposure across the state through the regional campuses of the University of Pittsburgh.

**School of Social Work Initiatives**

**The Center on Race and Social Problems**

Founded in 2002 and housed at the School of Social Work, the Center on Race and Social Problems (CRSP) is a flagship Center of the School. CRSP is designed to help lead America further along the path to social justice by conducting race-related research, mentoring emerging scholars, and disseminating race-related research findings and scholarship. Its mission is to facilitate applied social science research on race, color, ethnicity, and their influence on quality of life for all Americans. Criminal justice; economics; education; families, youth, and the elderly; health; and mental health are focus areas of the Center, and it supports research on race in these areas. Currently CRSP is home to the peer-reviewed journal, *Race and Social Problems*.

**Child Welfare Education and Research Programs**

Child Welfare Education and Research Programs at the School of Social Work are designed to strengthen child welfare services in Pennsylvania by increasing the number of qualified professionals and equipping them to deal with the increasingly complex demands of public child welfare practice. Degree-granting education programs, administered by the School of Social Work, provide opportunities for child- and family-focused social work education to address recruitment and retention within the child welfare workforce. This year, 70 undergraduate and 120 graduate students from 16 universities in Pennsylvania are engaged in Child Welfare Education programs. In addition, the School of Social Work oversees the Pennsylvania Child Welfare Resource Center in Mechanicsburg, PA; this program provides training, technical assistance, support for practice improvement, and related activities to all child welfare workers in the state. The budget for the Child Welfare Education and Research Programs is approximately $27 million, making it one of the largest child-welfare training programs in the nation.

**Homewood Children’s Village**

Founded by Professor John Wallace and inspired by New York’s acclaimed Harlem Children’s Zone, Homewood Children’s Village partners with residents, government, schools, philanthropic foundations, and faith- and community-based organizations to revitalize the Homewood neighborhood in hopes of making it a place where children can thrive. It represents a unique opportunity to fulfill simultaneously the three components of the school’s mission – research, teaching, and practice.
Center for Interventions to Enhance Community Health

This developing Center is a collaborative partnership between the School of Social Work and the Department of Psychiatry focused on enhancing the quality and length of life of individuals with behavioral health conditions through innovative community-based intervention research. Directed by Shaun M. Eack, PhD, and Co-Directed by David A. Brent, MD, the purpose of the Center is to provide a research infrastructure for social work, psychiatry, and other investigators conducting behavioral health services and intervention research at the University of Pittsburgh. Beginning its inaugural year in 2018, and with a $1.2 million investment from the Office of the Provost, the Center will provide significant pilot funding, senior mentorship, research assistants, recruitment support, and statistical consultation to support its investigators and fulfill its mission.

Hartford Partnership Program for Aging Education

Currently in its 12th year, the Hartford Partnership Program for Aging Education is a unique fellowship program designed to enhance both direct practice and leadership skills in gerontology. The program is based upon development of specific geriatric competencies across services sectors and with the diverse older adult population. In addition to field placements, students engage in a community project of value to the social service community and, in conjunction with faculty, conduct aging simulation workshops in foundation courses. The fellowship is offered, with appropriate variation in course work, competencies, and field experience, to students in baccalaureate and master of science degree programs. Funding for the program comes from the Fine Foundation and a number of community agencies.

KEY RESPONSIBILITIES

Reporting to and working with the Provost, the dean of the School of Social Work will have responsibility for the strategic, programmatic, financial, fundraising, and management operations that support the mission and vision of the school and its role within the University of Pittsburgh. The dean is a senior academic officer of the University and joins a collaborative, energetic group of recently recruited deans as a member of the Council of Deans.

The dean will:

- Provide intellectual leadership and support by inspiring faculty, students, staff, donor partners, and professional colleagues;
- Facilitate the development and implementation of a shared strategic plan that supports the mission and future vision of the school;
- Be visible, articulate, and compelling as the primary representative and champion for the school internally and externally, and enhance the reputation of the school locally, nationally, and internationally;
- Take a leading role in attracting external funding from federal agencies, corporations, foundations, and interested donors to support the school’s mission;
- Promote and enhance a strong research infrastructure that supports diverse research traditions representative of the highest level of excellence in social science;
- Effectively leverage and allocate human and financial resources, space, and technology, to support the tri-fold mission of research, teaching, and service; and
- Uphold and advance the University’s core values of diversity and inclusion in every facet of the school.
PROFESSIONAL EXPERIENCE/QUALIFICATIONS

The next dean of the School of Social Work will be a strategic and visionary leader with a deep commitment to social work values. The ideal candidate will be an inspiring individual who develops high functioning teams and who is at the forefront of effective curriculum design, interprofessional research, and diversity and inclusion strategies. The successful candidate will have a distinguished record of academic accomplishments and scholarship appropriate for appointment at the rank of professor with tenure, and a vision for how to meet the challenges and opportunities presented by the changing landscape in the field of social work and higher education more broadly.

The successful candidate will embody many of the following qualifications and attributes:

- Record of success in elevating excellence in research, teaching, and service;
- Experience providing leadership through a collaborative strategic planning process for a shared vision that draws the best out of students, faculty, and staff;
- Deep commitment to enhancing diversity and promoting inclusive excellence in all arenas of work relevant to the School of Social Work, and an ability to foster a collegial, collaborative, inclusive, and respectful work and educational environment;
- Successful record of, or aptitude for, obtaining external financial support;
- Demonstrated evidence of community engagement and partnership-building;
- A record of inspiring and delivering collaborative, interdisciplinary programs and initiatives;
- Leadership, management, and financial experience in higher education or similar research-oriented environments;
- Ability to recruit and retain a talented team in order to build infrastructure and operationalize success; and
- Outstanding communication skills and an engaging style with strong interpersonal skills.

THE UNIVERSITY AND CITY

The University of Pittsburgh

Since its founding in 1787, the University of Pittsburgh has established itself as one of the finest public research universities in the nation. With an enrollment of more than 34,000 students, the University is one of the largest and oldest institutions of higher education in the United States and is a member of the Association of American Universities. The University is internationally respected as a center for learning and research that supports the needs and interests of more than 13,000 faculty members, research associates, and staff members. The University is composed of 16 undergraduate and graduate schools, including nationally recognized schools of health sciences, engineering, law, and business.

Under Chancellor Patrick Gallagher’s leadership, the University of Pittsburgh recently launched The Plan for Pitt, the University’s strategic plan, which focuses on creating internal and external collaborations and partnerships to deliver impact; harnessing information in pursuit of grand challenges; and shaping a more entrepreneurial, innovative, diverse, and inclusive culture. The Plan builds on Pitt’s rich history of community support and global impact, its exceptional research strength, and its strong academic programs that prepare students for productive and meaningful lives. The Plan also builds on more recent strategic initiatives, such as the creation of the Innovation Institute, to advance Pitt’s successes in entrepreneurship, commercialization, and
economic development.

The University of Pittsburgh has served as a key player in driving the growth of the education and health services supersector in the Pittsburgh metropolitan region. Pitt and its partner and affiliate, the University of Pittsburgh Medical Center (UPMC), have been major contributors to that economic sector; the “eds and meds” sector now is responsible for more than one out of every five local jobs. Pitt is the fifth largest employer in the city of Pittsburgh.

The growth and dynamism of the region is due in large part to the relationships forged by Pitt, UPMC, Carnegie Mellon University, private industry, and the community. University of Pittsburgh research has provided the foundation for future-oriented, technology-based economic development initiatives and has been a key source of economic growth. In FY2017, the University had a total economic impact of $3.95 billion.

Pitt ranks 10th overall and sixth among public institutions in the National Science Foundation’s most recent ranking of federally-funded research, and fifth in funding from the National Institutes of Health. In 2017, Pitt was the best public university in the Northeast, according to the 2017 Wall Street Journal/Times Higher Education College Rankings, and was 30th on Reuters’ list of the World’s Most Innovative Universities. The University is also the highest ranked public institution in the state of Pennsylvania on Kiplinger’s Personal Finance Best Value Colleges list.

From research achievements to the quality of its academic programs, the University of Pittsburgh ranks among the best in higher education. Faculty members have expanded knowledge in the humanities and sciences, earning such prestigious honors as the National Medal of Science, the John D. and Catherine T. MacArthur Foundation’s “genius” grant, the Lasker-DeBakey Clinical Medical Research Award, and election to the National Academy of Sciences and the National Academy of Medicine. Pitt students have earned Rhodes, Goldwater, Marshall, and Truman Scholarships, among other highly competitive national and international awards. Alumni have won Nobel and Pulitzer prizes, led corporations and universities, served in government and the military, conquered Hollywood, and appeared on The New York Times best sellers list.

The University comprises five campuses. The 132-acre main campus is located in the city of Pittsburgh, a few miles from the city’s downtown business district. The University’s four regional campuses are located in Western Pennsylvania in Bradford, Greensburg, Johnstown, and Titusville. The University employs over 5,300 faculty and approximately 7,000 staff. Pitt has an endowment of over $3.5 billion and has more than 300,000 living alumni worldwide.

The City of Pittsburgh

Pittsburgh is in the midst of a remarkable transformation from an industrial capital to a center of education, medical research, and new technology. Increasingly, the city’s many attractions have become selling points for recruiting excellent talent. The city hosts a high concentration of diverse and influential nonprofits and, as an international center of emerging information technology, is home to many small start-up companies, one of Google’s national offices, Facebook’s Oculus virtual reality research center, and Uber’s autonomous vehicle development effort. Pittsburgh also is emerging as a leader in advanced manufacturing technologies and nanotechnology. While still a work in progress, the city’s reinvention of itself has garnered widespread attention and has become a model for other cities seeking to replicate its success. As Rhode Island’s governor put it while on a recent fact-finding mission to study Pittsburgh’s economic renaissance, “Pittsburgh is an impressive model of how an old-economy steel town transformed itself into a cutting-edge
medical and educational center of excellence.”

In 2010, Forbes crowned Pittsburgh the nation’s “Most Livable City.” Forbes also named Pittsburgh “Best Housing Market” in 2010 and among the “10 Best Cities for New College Grads in 2016.” Pittsburgh ranked No. 1 on Zagat’s list of “The Top 17 Food Cities of 2015.” Pittsburgh has all of the advantages of a large, sophisticated city, as well as livability, affordability, high quality schools, community orientation, and friendliness. The city has a wonderful array of distinctive neighborhoods with an urban flavor, city neighborhoods that are equivalent to suburbs in other communities, and nearby beautiful suburban areas with large lots and rolling lawns. There is an abundance of residential choices ranging from unique lofts to living in the “country” while being only 20 minutes from the city. Housing is affordable and, as noted by Forbes, presents the second most stable housing market in the country. The city and its surrounding suburbs take pride in high-quality public, private, and parochial schools. Statistically, Pittsburgh is a safe city compared to other urban communities of its size.

For additional information on the Pittsburgh region: [www.pittsburghregion.org](http://www.pittsburghregion.org) or [www.visitpittsburgh.com](http://www.visitpittsburgh.com)

For additional information on the University of Pittsburgh: [www.pitt.edu](http://www.pitt.edu)

For additional information on the School of Social Work: [http://www.socialwork.pitt.edu/](http://www.socialwork.pitt.edu/)

**NOMINATIONS AND APPLICATIONS**

For priority consideration, candidates should apply by **February 9, 2018.** Applications should include 1) a detailed curriculum vitae and 2) a letter of interest that addresses the responsibilities and requirements described above, as well as the applicant’s motivation to apply.

To ensure full consideration, inquiries, nominations, and applications should be submitted electronically, in confidence, to:

pitt-socialwork@KornFerry.com

**KORN FERRY CONTACTS**

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