



Dean of Berkeley Social Welfare Position Description

The University of California, Berkeley invites nominations, expressions of interest, and applications for the position of Dean of the School of Social Welfare. The University seeks a visionary and collaborative leader who will advance an empowering organizational and educational culture that inspires the School's community to engage in research, education, and service that transforms the systems that perpetuate social disadvantage.

The University

The University of California, Berkeley is one of the world's premier research and teaching universities. With 2018 marking UC Berkeley's sesquicentennial, the University is celebrating 150 years of serving as a beacon of opportunity for students of all backgrounds, a center of research excellence and cutting-edge discoveries, and as an institution committed to serving the economic and educational needs of California and the nation. Home to over 30,000 undergraduates and more than 11,000 graduate students, Berkeley is internationally renowned for excellence and pioneering achievements across all disciplines. At the heart of its preeminence are approximately 1,500 full-time faculty dispersed among more than 180 academic departments and research units. The campus is supported by nearly 9,000 talented and diverse staff working across 20 different job categories.

Berkeley is proud of its long-standing history of promoting access, diversity, equity, and inclusion – 20% of the most recent freshman class are first-generation college students and over 30% percent of undergraduate students are Pell-eligible.

For more information about the campus, please visit www.berkeley.edu.

School of Social Welfare

Berkeley Social Welfare develops effective leaders and scholars committed to solving complex social problems; produces, disseminates, and utilizes research to improve social service delivery and policy; and prepares the next generation of social workers, researchers, and educators dedicated to serving the most vulnerable members of our society. The School trains students for a range of leadership, research, teaching, and practice roles in the profession. Students are prepared to practice at multiple intervention levels, to critically assess the extent to which interventions promote social justice, and are thoroughly grounded in knowledge about social issues, social welfare policies, and social service organizations. Berkeley Social Welfare has 16 full-time faculty, nine field consultants, and many expert lecturers and practitioners from the community. The student population is comprised of approximately 200 undergraduates pursuing a Bachelor of Arts in Social Welfare (offered through the College of Letters & Science), and approximately 200 MSW and 20 PhD students.

Berkeley Social Welfare is ranked #2 in the country according to a [new study](#) examining the impact of faculty scholarship among 1,699 faculty at all 76 social work doctoral programs in the United States. Faculty research expertise spans the following areas: systems of care for children, families, and aging; behavioral health and prevention; community organization and policy development; violence and victimization; health and health care disparities; and race, class and gender. Berkeley Social Welfare faculty lead a number of [research units](#) and the School houses the [California Child Welfare Indicators Project](#) and the [California Social Work Education Center](#).

The Master of Social Welfare (MSW) program develops future leaders of the profession who are prepared for multi-level social work in specific areas of practice. The MSW program offers several special program options for enhanced and expanded learning, including the Child Welfare Scholars Program, School Social Work Credential Program, Social Work with Latinos Certificate, and the Graduate Certificate in Aging. Additionally, the School offers concurrent degree programs with the School of Public Health (MSW + MPH) and the Goldman School of Public Policy (MSW + MPP).

The PhD program in Social Welfare is designed to inspire independence and originality of thought in pursuit of knowledge. Students design and pursue an individualized program of work tailored to their intellectual interests and aligned with specialized research areas of faculty mentors and supervisors from the School of Social Welfare and additional distinguished departments across the Berkeley campus. A combined MSW/PhD Program option is also available.

In addition to programs for degree seekers, Berkeley Social Welfare offers a variety of opportunities for ongoing professional engagement and continuous learning. For more information about the School of Social Welfare, please visit <https://socialwelfare.berkeley.edu/>.

Position Summary

The next Dean of Berkeley Social Welfare will be a visionary leader and an innovative and strategic thinker who has a reputation for working collaboratively with a broad array of university and external constituencies. The Dean will build upon the School's long-standing commitment to achieving social, economic, and political justice and work with the School community to develop a compelling vision for the future of the School. The Dean will also assume a leadership role in developing a strategic plan for the School and garner the resources to make the plan a reality.

The Dean plays a visible and important role in Berkeley Social Welfare, campus community, larger San Francisco Bay Area, and the state. The Dean is charged with building and fostering critical relationships with the community, local government, and nonprofits, and developing partnerships that will assist the School in expanding its commitment to local, national, and international service.

Opportunities & Challenges

- **Vision and Advocacy** – In partnership with the School community, the Dean will provide leadership in developing a shared vision for the School and determining how to best employ the School's intellectual, fiscal, and human resources. The Dean will foster a strong sense of community among the School's field faculty, professional staff, students, faculty, and other constituents, and serve as a strong advocate for the School to campus and external stakeholders.

- **Enhancing Interdisciplinary Research and Partnerships** – The next Dean will inherit an organization that is poised to build upon existing strengths and identify new areas for enhancing academic and research collaborations within the University. The School has strong partnerships with the School of Public Health and the Goldman School of Public Policy, and the next Dean will have the opportunity to strengthen ties and develop new collaborations with the College of Letters & Science, Berkeley Law, the Graduate School of Education, the new Division of Data Science and Information, and other schools, colleges, and research institutes.
- **Empowering Students and Supporting Student Success** – The next Dean will work with students, faculty, and staff to foster an environment that is supportive and encouraging of the personal and professional growth of undergraduate and graduate students, postdoctoral scholars, and alumni. The Dean must enjoy working directly with students and student groups, and be energized by working in an environment that encourages and empowers students to explore complex social issues and supports political engagement and activism.
- **Implementing New Initiatives** – Berkeley Social Welfare is currently in the process of implementing a Flex-MSW program geared towards working professionals and part-time students. The School is in the advanced stages of planning for this new academic program, and the Dean must be ready and willing to implement this new initiative and ensure its future success.
- **Promoting Diversity, Equity and Inclusion** – With social justice built into the architecture of the School of Social Welfare, the next Dean will pursue avenues to strengthen the University’s efforts to be an inclusive community that is marked by respect, responsibility, and acceptance. This position will partner with students, staff and faculty within the School to implement innovative initiatives that lead to academic access and student success, leadership and advancement opportunities for staff, and closing opportunity gaps for marginalized groups; and with other academic deans, vice provosts, and the Vice Chancellor for Equity and Inclusion to share best practices.
- **Community Engagement** – Berkeley Social Welfare and its faculty have earned the respect of local, community, and statewide stakeholders through unique partnerships and direct engagement. The next Dean will have the opportunity to build upon these interactions by enhancing existing relationships and by identifying and developing new partners. This will include expanding opportunities for experiential learning, development of additional clinical sites, and externships.
- **Expanding Funding Opportunities** – The University of California, Berkeley is renowned for engaged scholarship and cutting-edge research. However, federal and state funding remains unpredictable, and many grant programs have undergone major cuts. The next Dean must take an active and strategic approach to fundraising for the School, including developing new revenue streams and increasing philanthropic support. Berkeley is set to launch a major campaign next year, and the Dean will have an important role in leading the School’s fundraising efforts.

Qualifications

The successful candidate for the Dean of Berkeley Social Welfare will have:

- An earned doctoral degree or equivalent international degree in a relevant field or discipline aligned with social welfare, and a distinguished record of scholarship that would warrant a tenured appointment as Professor.
- Prior experience in a leadership role in an academic setting.

- A track record as a creative problem-solver with experience leading and managing change.
- Direct financial management experience for an academic or research unit and demonstrated success in developing and managing budgets in a resource constrained environment.
- Experience with enhancing an academic unit's research, including with the ability to promote community engaged research, interdisciplinary collaborations, and increased research productivity.
- An understanding of current issues and new directions in social and behavioral research, social welfare, and social work education, and an ability to translate them into innovative improvements to academic programs and services.
- Enthusiasm for working directly with students, supporting student learning and success, and addressing issues with care and concern.
- Excellent communication skills, including the ability to quickly establish trust and rapport, build consensus, promote collaboration, and facilitate teamwork.
- A track record for valuing inclusivity and accessibility, and a passion for the vital role that diversity and inclusion have in guiding how we achieve our mission. A willingness to exemplify and promote the [UC Berkeley Principles of Community](#).

Inquiries, Nominations, and Applications

All inquiries, nominations, and applications from within and beyond the Berkeley community are invited. Nomination letters should include the name, position, address and telephone number of the nominee. To be considered as candidates, applicants must have an earned doctoral degree or equivalent international degree by the time of application, and submit a CV and letter of interest describing relevant experience and interest in the position. The position will be open until filled, but materials should be received by Wednesday, February 20, 2019 for full consideration.

Candidate materials, nominations and inquiries should be e-mailed to the search consultants, Alberto Pimentel (apsearch@storbeckpimentel.com) and Navid Nakai (N.Nakai@storbeckpimentel.com), and reference code "UCB-DBSW" in the subject line.

Applicants must also apply directly at: <https://aprecruit.berkeley.edu/apply/JPF02060>.

All applications and nominations will be handled in confidence.



Storbeck/Pimentel & Associates
 6512 Painter Avenue
 Whittier, CA 90601
 562-360-1353 (FAX)

The University of California, Berkeley, is an Affirmative Action/Equal Opportunity Employer with a strong institutional commitment to the achievement of diversity. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age or protected veteran status. For the complete University of California nondiscrimination and affirmative action policy see: <http://policy.ucop.edu/doc/4000376/NondiscrimAffirmAct>.

This position is a sensitive position and is subject to a criminal background check.