



Dean of the University of Maryland School of Social Work

The University of Maryland, Baltimore invites nominations, expressions of interest, and applications for the position of Dean of the School of Social Work. The School seeks a strong, innovative, entrepreneurial, and collaborative leader to ensure continued excellence in education, research, community engagement, and applied evidence-based solutions. The new Dean will be expected to lead the School to new levels of excellence, impact, and innovation, and to secure the support and resources to achieve that vision.

THE UNIVERSITY SYSTEM OF MARYLAND

The [University System of Maryland](#) (USM) comprises 12 institutions, three regional higher education centers, and a system office. USM creates a dynamic educational environment that supports a unique array of programs; fosters groundbreaking research, innovation, and entrepreneurship; and fuels the engine that is helping to power Maryland forward. As a public system of higher education, USM advances the state of Maryland and benefits all of society.

THE UNIVERSITY OF MARYLAND, BALTIMORE

The [University of Maryland, Baltimore](#) (UMB) is the founding campus of the University System of Maryland. UMB opened in 1807 and serves as Maryland's public health, law, and human services university. Dedicated to excellence in education, research, clinical care, and public service, UMB enrolls over 6,700 students in six nationally ranked professional schools — dentistry, law, medicine, nursing, pharmacy, and social work — and an interdisciplinary Graduate School. The University offers 62 doctoral, master's, baccalaureate, and certificate programs and confers the majority of the professional practice doctoral degrees awarded in Maryland. UMB integrates teaching, research, and service, and supports an innovative culture focused on preparing students to address the complexities associated with the health, human services, and social welfare environment.

Today, this 71-acre research and technology complex encompasses 67 buildings in West Baltimore, near the Inner Harbor. The University is one of Baltimore City's major anchor institutions and is a leading partner in the redevelopment of Baltimore's Westside. Adjacent to the campus is the [University of Maryland Medical Center](#), the [Baltimore Veterans Affairs Medical Center](#), and the [University of Maryland BioPark](#). The BioPark, which opened in 2005, promotes collaborative research opportunities and bioscience innovation.

LEADERSHIP

President [Jay A. Perman, MD](#), was appointed UMB's chief executive in July 2010. He previously served as the Dean of the College of Medicine at the University of Kentucky, and past Chair of Pediatric Medicine at the University of Maryland, Baltimore. A pediatric gastroenterologist, President Perman continues to practice medicine through a weekly President's Clinic, where he teaches team-based health care to students of medicine, nursing, pharmacy, dentistry, law, and social work. President Perman received a Doctor of Medicine degree with Distinction in 1972 from Northwestern University.

President Perman embodies UMB's pledge to serve as a catalyst for social betterment and is committed to strengthening UMB's role in improving the health and human condition. He is the leading advocate for the university's role as an economic engine for the State of Maryland, and his current efforts focus on the redevelopment of Baltimore's Westside. President Perman currently serves as Chair, USM Council of University System Presidents.

THE UNIVERSITY OF MARYLAND SCHOOL OF SOCIAL WORK

Since 1961, the University of Maryland School of Social Work has grown to become one of the largest and most respected schools of social work. The School is ranked #17 by [US News & World Report](#), third by [College Choice](#), and is the proud supporter of the [12 Grand Challenges for Social Work](#). The School produces outstanding social workers whose practice advances the well-being of all the people they serve, especially members of populations at risk. The School is dedicated to developing competent, caring professionals who are qualified to assume leadership roles in social work practice and research and thrive on enriching the lives of people they touch.

In response to growing social and cultural needs, the School has become the leader in social work education for the state of Maryland, with a growing national and international audience. 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.

Due to an increased need for behavioral health clinicians in the Montgomery County region and student demand, in 2015 the School began to offer the complete MSW program, with a clinical behavioral health specialization, at [The Universities at Shady Grove](#) (USG).

USG is an innovative partnership of nine Maryland universities, located on one campus in Montgomery County. USG enrolls nearly 3,000 students and connects them to outstanding career opportunities while providing regional employers with a highly educated, skilled workforce. The School currently has 150 students completing their degree at USG.

The School has been successful in making an impact on the region and provides 500,000 hours of social work services a year within the state of Maryland and surrounding communities. Through field placements, the [Community Outreach Service](#), [Promise Heights](#) program, [Community Engagement Center](#), [Family Connections](#) program, the [Ruth H. Young Center for Families and](#)

[Children](#), the [Institute for Innovation and Implementation](#), and numerous other sites, the School is active in helping to meet social work needs throughout Baltimore and beyond.

The School employs 80 full-time faculty members, has an operating budget of \$50 million and reports active grants totaling more than \$45 million. UMB is currently in the middle of a campaign (2013- 2022) with an aggregate goal of \$750 million; the School is on track to meet its goal contribution of \$29 million by FY22.

The mission of the School is to develop practitioners, leaders, and scholars to advance the well-being of populations and communities and to promote social justice. The School's vision is to foster community-based collaboration, advance social and economic justice, and promote empowerment and human well-being in a changing global landscape.

Students, faculty, and staff, devised a [strategic plan](#) to serve as a guide for the future. The plan is expected to result in a more effective, efficient, and engaged School, capable of producing exceptional graduates and more powerful interventions. The strategic plan addresses the key themes below:

- Education: Provide innovative instruction, research, and continuing education programs to educate students, alumni and community partners, to become skilled practitioners and leaders;
- Community Impact: Promote individual, group, family, and community well-being at local, state and international levels;
- Research: Create, evaluate, and implement social work innovations;
- Diversity: Create an atmosphere that fosters cultural responsiveness within the School and community;
- Profession: Set a standard for the profession in educating and implementing best practices; and,
- Financial Resources: Increase the breadth and depth of support for the School.

STUDENTS

Students come to the School from over 20 states, the District of Columbia, and several foreign countries. The students range in age from 20 to 63; 86% are women, nearly 50% are students of color, and education backgrounds range from bachelors to PhDs. The School enrolls more than 1,000 MSW and doctoral students.

Notable alumni and former students include leaders from the U.S. Peace Corps, Social Work Policy Institute, Associated Black Charities, U.S. Army, and the U.S. Senate, and scholars from leading research universities.

FACULTY

The University of Maryland School of Social Work has more than 80 full-time faculty members (over 40 are tenure-track) who are consistently ranked among the most active and productive

social work scholars and researchers in the nation. For the last 10 years, the School's faculty publishing rate places the School in the top 10 schools in the country in terms of the number of articles published in scholarly journals. Thus, members of the faculty are regularly tapped by policymakers, foundation executives, and service organizations for their expertise on a range of social issues and best practices.

CURRICULUM

The Doctoral Program (Ph.D.)

The University of Maryland School of Social Work anticipates and meets the challenges of societal issues by promoting social and economic justice and by advancing social welfare and social work. The mission of the School is to develop leaders and scholars to advance the well-being of populations and communities at risk. The School serves society through the development of knowledge in education, research, scholarship, service innovation, and advocacy. The Ph.D. program's mission is to prepare graduates to conduct interdisciplinary research and become exemplary social work scholars and educators.

The program is built around a flexible interdisciplinary model and while solidly grounded in the profession of social work, doctoral students are encouraged to take advantage of rich learning experiences available in other disciplines throughout the university. The Doctor of Philosophy program currently enrolls 40 students and is the top-ranked Ph.D. program in social work in Maryland.

Master of Social Work (MSW)

The Master of Social Work degree is the highest-ranked MSW program in the state of Maryland and is ranked in the top 10% of MSW programs nationwide. It has been accredited by the Council on Social Work Education (CSWE) since 1963. The University of Maryland School of Social Work students prepare for professional practice through the integration of theoretical, research, and practice-oriented material presented in the classroom, and the opportunity for guided practice experiences available through Field Education.

The education students receive in the MSW program provides them with the skills needed to choose a career within the broad area of social work at both the clinical and macro levels. The competency-based, 60-credit master's degree is divided between 24 foundation credits and 36 advanced credits, where students can choose from a rich curriculum of advanced courses and become the leaders of tomorrow. In the advanced year, students have the choice between the Clinical concentration and the Macro concentration. The fields of practice include aging, behavioral health, community action, and social policy, families and children, and health.

The field practicum is the signature pedagogy of the MSW program. It is a required component of the master's curriculum, with specific professional competencies and practice behaviors that each student must demonstrate. The School utilizes a concurrent model of Field Education that requires students to take classroom methods courses while in field placement. These placements occur in social service agencies, departments, or other service delivery systems throughout the

State of Maryland -- mostly in Baltimore City and Metro Washington DC regions. The MSW program currently enrolls nearly 1,000 students.

BACHELOR OF ARTS (BA)

The School works in partnership with the University of Maryland Baltimore County (UMBC) to provide a Baccalaureate Social Work Program. The Baccalaureate Program in Social Work program began in September 1969 through the combined efforts of the University of Maryland Baltimore (UMB) and the University of Maryland Baltimore County (UMBC) campuses. The schools operate in a highly collaborative fashion; the Baccalaureate Social Work Program is physically located on the UMBC campus since UMB does not offer undergraduate liberal arts courses.

Students earn a Bachelor of Arts degree with a major in social work and a second major or minor in another area of study. Students graduating from the Social Work Program are prepared for generalist practice in social service agencies in the public, private, and corporate sectors across all fields of practice.

Students are also prepared to continue their professional education in a master's degree (MSW) program. Those who choose to pursue graduate study might be considered for Advanced Standing Admission, but this depends on the entrance criteria of the graduate program to which the student is applying. The BA program enrolls approximately 300 students.

BALTIMORE

Baltimore is a city rich in history and culture with eclectic options in housing as well as activities, recreation, entertainment, shopping, dining, and nightlife. Eighteenth-century townhomes in historic [Fells Point](#), garden apartments in the [Mount Vernon](#) cultural district, and high-rise condos in newly developed [Harbor East](#) are just a few examples of the housing options available near the University in Baltimore's downtown area.

The West Side is on the rise, with vibrantly revitalized neighborhoods anchored by the University of Maryland, Baltimore. Baltimore's West Side features the [Arts and Entertainment Districts](#) that include the newly renovated [Hippodrome Theatre](#). Other landmarks include, the historic [Lexington Market](#) which offers an astounding array of bakeries, delis, and candy shops, the notable [Hollins Market](#), which is currently undergoing a \$7.3M renovation, the world-famous [Faidley's Seafood](#), and the charming little [Trinacria Italian Deli](#) which offers authentic Italian foods and wine. The area also features an array of renovated apartment buildings and loft spaces that attract a dynamic mix of young professionals. Primarily a residential and business district, the West Side still offers plenty to do and see including two of the most unique festivals. The [Pigtown Festival](#) has the "running of the pigs," and the [Sowebo Arts and Music Festival](#) offer an eclectic, funky mix of music, visual, and literary arts.

Shopping options in the Baltimore area include the boutiques and antique stores of [Hampden](#), the specialty shops in the [Inner Harbor](#) area, and several malls and entertainment venues throughout

the city and surrounding counties including small clubs, a world-class orchestra at the [Joseph Meyerhoff Symphony Hall](#), and free outdoor performances at the [Inner Harbor amphitheater](#).

The city's history, dating back to its Colonial origins, can be revisited at sites such as the [B&O Railroad Museum](#), which boasts the oldest and most comprehensive collection of railroad history in the Western Hemisphere. Other museums include the [Baltimore Museum of Art](#)—home of the world's largest Henri Matisse collection—and the [Port Discovery Children's Museum](#).

Recreational opportunities are as varied as Maryland's geography, with winter sports in the mountains to the west, swimming and surfing at beaches to the east, and boating, fishing, and hiking on the waterways and trails in between. Sports enthusiasts can enjoy a [Baltimore Ravens](#) football game at [M&T Bank Stadium](#), watch the [Orioles](#) play baseball at the University's neighboring [Camden Yards](#), or take a short trip to [Washington, D.C.](#) for professional baseball, football, basketball, and hockey. The city offers many transportation options, including light rail, subway, and an extensive bus system—including the free [Charm City Circulator](#). Buses, trains, several major highways, and the nearby [Baltimore/ Washington International Thurgood Marshall Airport](#) make it easy to venture outside of the city.

For more information, visit <https://livebaltimore.com>

THE OPPORTUNITY

The next Dean of the University of Maryland School of Social Work will lead a nationally recognized school, be an effective champion for the role of social work and its programs throughout the state, and harness the strengths and commitment of the faculty, staff, and students to be the catalyst for a compelling vision of the future of social work at UMB.

The Dean reports to President Jay Perman and is accountable to Provost, [Bruce E. Jarrell, MD, FACS](#), for the academic and research activities of the school. The new Dean of the School of Social Work will: maintain and enhance the infrastructure and resources needed to support the development of practitioners, leaders, and scholars; advance the well-being of populations and communities; promote social justice; foster a culture committed to diversity and inclusion; and support the creation and use of knowledge for education, service innovation, and policy development. The Dean oversees more than 80 full-time faculty members and is responsible for faculty recruitment and promotion, instructional staffing, fundraising, and financial and administrative management. The new Dean will manage a budget of approximately \$50 million and work in partnership with the President to plan and work with state leaders for a new building to house the School.

The Dean plays a visible and important role in the School, UMB campus community, larger Baltimore area, and the state of Maryland. The Dean is charged with fostering and building relationships with the community, local and state government, and non-profits, and developing partnerships that will assist the School with expanding its commitment to local, national and international service.

The Dean's leadership team includes the following:

- Assistant Dean for Student Services
- Assistant Dean and Director, The Institute for Innovation and Implementation
- Assistant Dean for Administration & Strategic Initiatives
- Assistant Dean of Communications
- Assistant Dean of Instructional Design and Technology
- Assistant Dean of Records and Registration
- Assistant Dean for Information
- Associate Dean for Academic Affairs
- Associate Dean for Administration
- Associate Dean for Development and Alumni Relations
- Associate Dean for Research
- Associate Dean for Doctoral and Post-Doctoral Education
- Associate Dean of Admissions
- Associate Dean for Field Education
- Associate Dean of Student Affairs
- Associate Dean of Undergraduate Program (UMBC)
- Chair, Faculty Organization
- Director of the MSW program at The Universities at Shady Grove
- Executive Director, Social Work Community Outreach Service
- Executive Director, Promise Heights

UMB is seeking a Dean of the School of Social Work who will embrace the following challenges and opportunities:

- **Champion efforts to increase diversity and inclusion:** The School has a long history of educating students from a wide range of backgrounds, including first-generation college students, veterans, and adult students, and is proud that nearly 50% of its students identify themselves as being from underrepresented groups. The Dean must be committed to building upon these achievements while ensuring that the School has the resources to support, retain, and provide an inclusive and welcoming climate for this highly diverse student body. The Dean will also work with the senior staff to further advance and systematize efforts to recruit and retain faculty and staff from diverse backgrounds.
- **Presence in Baltimore and the nation:** The next Dean will continue the practice of engaging deeply with partners throughout the city and the region, expanding existing partnerships, and building new ones, to ensure that the City of Baltimore thrives alongside the School and that their achievements continue to mutually benefit each other. The School has a strong history of partnering with the Baltimore community and working collaboratively with the state and legislature to address important issues related to social work and to provide timely solutions. The Dean has the opportunity to be a leader in creating a response to major issues while continuing to position the School to serve as an expert consultant to the state for policymaking in areas that relate to social work.

- **Bring leadership and vision to strategic academic planning:** The Dean will play a central role in setting the course for the School over the next decade. The dean will help identify strategic opportunities for the School, both in terms of the School's competitive position among peers and the exploration of new and emerging areas of research, regional and national, as well as innovations in clinical and macro practice. 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.
- **Communication and personal engagement:** The Dean will have a positive, engaging, and influential presence on campus. Supporting students, staff, and faculty, and highlighting their significant contributions to the School is crucial. The Dean's capacity to ask thoughtful questions, listen carefully, shape discourse and foster collegiality are of paramount importance. Modeling and encouraging transparent decision-making processes will be expected of the Dean to promote trust and enhance the spirit of mutual respect on campus.
- **Further strengthen the pedagogical and curricular distinctiveness of the School:** The Dean will serve as a collaborative partner to the School's talented faculty to envision new ways of supporting student learning. Consulting with faculty, the Dean will provide administrative, intellectual and logistical support necessary to enable faculty to empower and enhance their current projects and to conceive and implement new programs and initiatives. Additionally, the Dean will have the opportunity to partner with the Faculty Executive Committee to examine the School's curriculum and determine ways of capitalizing on and enhancing its existing scholastic practices.
- **Maintain and enhance financial strength:** A top-ranked institution, the School competes for the best and brightest students, staff and faculty. The School also prioritizes scholarship assistance, helping to ensure that people have the financial ability to attend school. Grants and donations remain a critical element in the financial strength of the School. Therefore, the Dean must be an active external representative of the School to foster relationships with current and future donors to expand the revenue base.
- **Evaluate space:** With the School's growing reputation and the nation's increasing demands for dedicated social workers, the School is outgrowing its space. The School currently operates in multiple locations to accommodate the need for classroom space, collaborative work areas, and research. The Dean will plan and work with state leaders for a new building to house the School.
- **Forecasting and resource allocation acumen:** The next Dean will bring the ability to manage a complex financial budget and ensure the effective allocation of resources to meet the School's goals. The Dean will possess a thorough understanding of evolving student demographics as well as shifts in the academic interests of prospective students and the needs of the social work field. The Dean will be mindful of the interrelationship between existing resources and the future needs and aspirations of the School.

CHARACTERISTICS OF THE IDEAL CANDIDATE

The ideal candidate will personify the mission and vision of the University of Maryland, Baltimore as a whole and the School in particular. While no candidate can or will possess all desired qualities, the ideal candidate will be:

- A visionary leader who embraces research, fieldwork, and teaching, supports a culture of innovation, openness, and intellectual curiosity, who can inspire others to engage broadly in solving intractable problems;
- A champion of the University's mission of inclusion and diversity, with the necessary experience to make strong contributions to enhancing faculty and student diversity;
- An experienced agent for change with experience in organizational development, team building, and coalition leadership;
- A responsive and responsible advisor committed to increasing transparency and trust to nurture collaboration and consensus across the School;
- An experienced leader who will advocate for social justice in vulnerable communities across the city, state, and the nation;
- A highly relational leader who values working in partnership with the other deans and looks for opportunities to foster interprofessional education programs;
- A seasoned administrator with experience leading complex institutions to new levels of excellence, impact, and innovation;
- An experienced leader accustomed to interacting with local community organizers, as well as the state legislature and other government leaders;
- A skillful budget executive who can contribute to financial stability through careful stewardship of funds;
- A person with an appetite for increasing philanthropic revenue streams;
- A judicious professional who will ensure the Council of Social Work Education accreditation is maintained; and,
- A person of great energy, enthusiasm, and spirit.

QUALIFICATIONS

Candidates for the Dean of the School of Social Work should demonstrate the following qualifications and traits:

- Academic qualifications and achievements consistent with an appointment as a tenured, full professor in the School;
- A passion for and commitment to the field of Social Work;
- Significant administrative experience; and,
- A demonstrated track record for serving in a leadership capacity.

UMB is an Equal Opportunity/Affirmative Action Employer. Minorities, women, protected veterans, and individuals with disabilities are encouraged to apply.

CONTACT

For best consideration, please send nominations and application materials to:

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The University of Maryland, Baltimore is an Equal Opportunity/Affirmative Action employer and educational institution and does not discriminate on the basis of race, color, religion, age, ancestry, national origin, gender, sexual orientation, physical or mental disability, marital status, or protected veteran status to recruit, hire, compensate, train, and promote employees and applicants for employment in all job levels. Federal affirmative action regulations and University policy require the development and maintenance of a written affirmative action program covering staff, faculty, and all other academic employees.