

# NATIONAL DEAN SEARCH

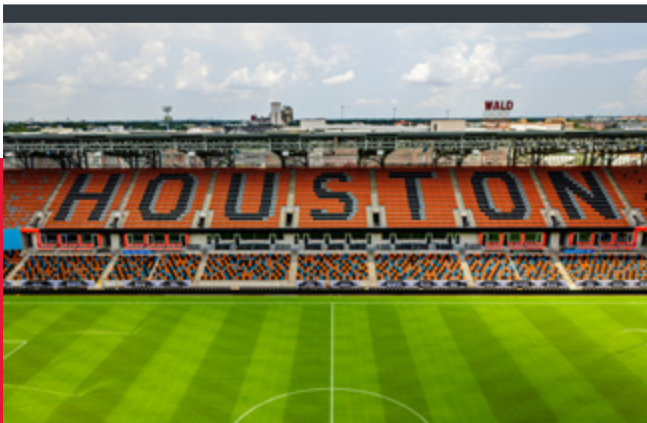
**POSITION PROFILE**

Graduate College of Social Work

# GCSW LEADERSHIP



**The University of Houston’s Graduate College of Social Work (GCSW)** is a transformative catalyst for social change in Texas and our nation. It is actively engaged with communities throughout the state, with special attention to supporting communities impacted by historical and present injustices. We seek an innovative Dean to join our efforts. Reporting to the Provost and Senior Vice President for Academic Affairs, the Dean will be expected to provide collaborative leadership and administrative oversight for the strategic growth and development of the college’s research, teaching, service, and community engagement.





# GRADUATE COLLEGE OF SOCIAL WORK

## Preparing Diverse Leaders

Preparing diverse leaders for almost 60 years and located in the fourth-largest and most diverse city in the United States, the Graduate College of Social Work offers a range of advanced-level academic courses, diverse practicum education sites, numerous community projects, international partnerships, and cutting-edge research centers. The GCSW's Office of Practicum Education has affiliations with approximately 300 nonprofit and governmental agencies to host over 500 master-level social work students. The GCSW's faculty includes a diverse group of scholars whose work is recognized worldwide. Their practice experiences and research expertise reinforce the GCSW's long-standing commitment to advocacy and justice.

Since its founding in 1967, the graduate program has continued to evolve to address key social issues facing one of the most diverse regions in the U.S. The Graduate College of Social Work is nationally recognized, ranked #67 nationally by U.S. News & World Report in 2024. The Master of Social Work program is currently offered in face-to-face, hybrid, and asynchronous online enrollment models, and has continuously maintained its Council on Social Work Education professional accreditation since 1970.



The College's academic offerings include the MSW and PhD with dual degree opportunities in business (MSW-MBA), law (MSW-JD), public policy (MSW-MPP), public health (MSW-MPH), and social work (MSW-PhD). Additionally, the College offers a range of Focused Learning Opportunities (FLO) to students, including the Trauma Education Program, Global Leaders of Behavioral Health Education, Political Social Work, Mental Health Advanced Practice in Social Work Program, Nonprofit Leadership Alliance, and Action Research, as well as unique learning opportunities like the College's Austin Legislative Internship Program. Its proximity to the Texas Medical Center, the largest medical complex in the world, provides significant potential for interprofessional education to increase the national recognition of the GCSW's educational and research programs. The University of Houston has the opportunity to further establish itself as a leader in social work education and attract top students nationwide.

The College is housed in its own four-story building on campus and includes thirty full-time faculty and approximately fifty adjunct faculty. Over 550 students are enrolled across the MSW program's face-to-face, hybrid, and asynchronous online enrollment models, with 35 students in the PhD program. Students reflect the broad racial and ethnic diversity of our greater community, come from all walks of life, and from around the country and world. The GCSW is dedicated to fostering student success, expediting the path to degree completion, and bridging equity gaps by strategically aligning our course design and student learning outcomes with the college's mission and vision.

The college is committed to addressing the financial challenges our students experience in pursuing an MSW degree. Recognizing the inequities associated with the costs of practicum education, GCSW has implemented significant changes to make our programs more accessible and affordable.

The Graduate College of Social Work offers the potential to build on existing international partnerships. In recent years, students have traveled to India, Mexico, and Taiwan. In addition, through its Office for International Social Work Education, the College has formal exchange agreements in place with India's OP Jindal Global University (Delhi), Nirmala Niketan Institute (Mumbai), Madras Christian College (Chennai), Wales's Swansea University, and Taiwan's Kaohsiung Medical University (KMU). The recently launched project, International Observatory for Humanitarian Assistance to Migrants, Refugees, and Asylum Seekers in Mexico City with the Universidad Nacional Autonoma de México, expands international opportunities on migration issues through a global partner network.

More than 6,500 individuals have received their MSW degree from UH. GCSW alumni make significant differences in their clients' lives, help formulate just social policies, and advocate and promote justice. For more information about the GCSW, please visit <http://www.uh.edu/socialwork>.

### **GCSW Mission**

The University of Houston Graduate College of Social Work (GCSW) prepares diverse leaders in practice and research to address complex challenges and achieve sustainable social, racial, economic, and political justice, locally and globally, through exceptional education, innovative research, and meaningful community engagement.



# THE UNIVERSITY OF HOUSTON

## About

Founded in 1927 and currently led by President [Renu Khator](#), the [University of Houston](#) is the largest public research university in Houston and one of the largest universities in Texas offering undergraduate, graduate, and doctoral programs. Located in Houston's historic [Third Ward](#) and dedicated to serving as an impactful partner within its community, UH is the oldest of the four [UH System](#) universities and recognized as an R1 institution by the Carnegie Foundation for its very high level of research activity and home to a Phi Beta Kappa chapter. With a University footprint that encompasses its main campus in Houston and significant instructional sites in [Katy](#) and [Sugar Land](#) that further UH's learning, research, and community engagement endeavors, the University is home to more than 3,000 tenured, tenure-track, instructional, clinical and research faculty. Distinguished faculty members include Tony Award winners, Guggenheim Fellows, a Pulitzer Prize winner, and 22 members of the National Academies of Science and Engineering. As a complement to its traditional academic offerings, UH's institutional presence also extends well beyond its campuses and into its students' communities through thriving [extended education](#) and [online programs](#).

Emblematic of its commitment to fostering a university environment dedicated to the success of students from diverse backgrounds, UH is proudly designated as a Hispanic-serving Institution (HSI) and Asian American and Native American Pacific Islander-serving (AANAPISI) institution. In Fall 2023, UH enrolled approximately 47,000 students in more than 280 undergraduate and graduate academic programs with approximately 8,400 students housed in nine residential communities. With more than 500 registered student organizations and 17 NCAA Division 1 intercollegiate sports teams, campus life at UH is vibrant and engaging. UH's student body is one of the most diverse in the country and is very international in composition with students from more than 130 nations. Students choose from 116 bachelor's programs and 160 graduate and professional programs housed in 15 academic colleges and schools and an interdisciplinary Honors College. UH's programs are nationally recognized, including 17 ranked among the top 50 in the country.





With more than \$230 million in research expenditures in FY 2023, UH's research enterprise includes eleven national research centers, over 25 university research centers and institutes, and the [Presidential Frontier Faculty program](#) to hire 100 university-wide integrated interdisciplinary faculty. As an institution that ranks amongst the top 100 global universities for patents, UH fosters a research environment that enables scholars to explore emerging areas and work more effectively with industry, other research organizations, and the community.

An academically diverse university, UH is creating powerful hubs of creativity where teams of researchers from a wide range of disciplines collaborate across traditional boundaries to bring research knowledge to bear on issues of intellectual, scientific, social, economic, environmental and cultural importance.

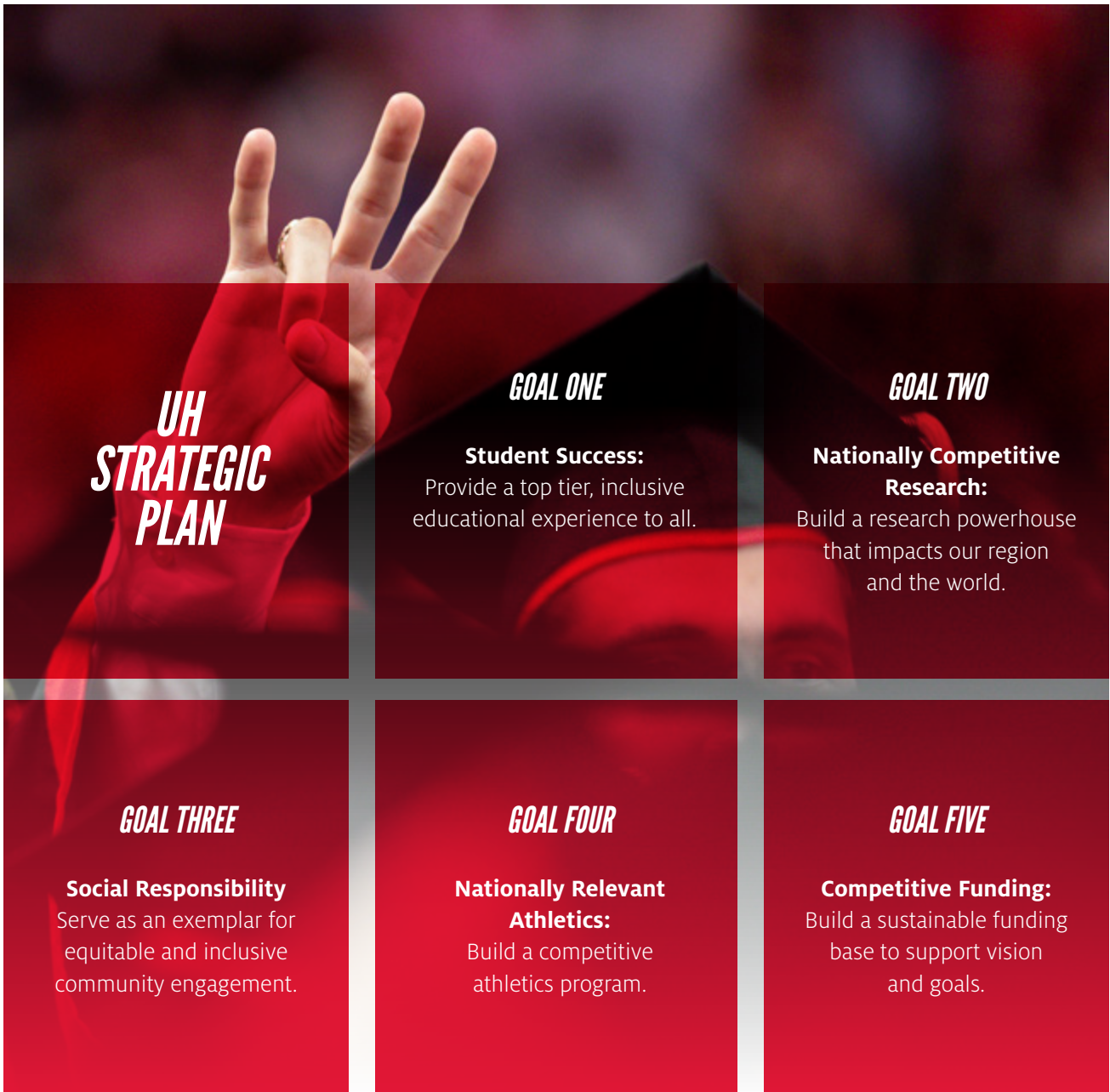
At the University of Houston, we not only dream big dreams, we also collaborate to achieve them. Building on a trajectory of accelerated research activity, the University is focused on doubling research expenditures by increasing NSF-reported research expenditures to \$400 million annually over the next five years. New faculty will join a university with a growing number of nationally funded research centers and an aggressive agenda to leverage science to make a transformative impact locally, nationally, and across the globe.

Exemplifying its commitment to improving the lives of those it serves, awards more than 11,000 degrees annually, and has nearly 306,900 alumni, many of whom live and work in Texas. Moreover, UH is a member of the [Texas Medical Center](#), whose member institutions strive to advance patient care, research, and education in Houston and the founding partner of the [Houston GPS](#) initiative driven by a coalition of community colleges and universities dedicated to closing equity gaps in student success.



# “TOGETHER, WE RISE. TOGETHER, WE SOAR.”

UH’s bold plan for the future, **“Together, We Rise. Together, We Soar”** pursues the University’s vision to build a top 50 public university by pursuing five overarching goals:



**UH STRATEGIC PLAN**

**GOAL ONE**  
**Student Success:**  
Provide a top tier, inclusive educational experience to all.

**GOAL TWO**  
**Nationally Competitive Research:**  
Build a research powerhouse that impacts our region and the world.

**GOAL THREE**  
**Social Responsibility**  
Serve as an exemplar for equitable and inclusive community engagement.

**GOAL FOUR**  
**Nationally Relevant Athletics:**  
Build a competitive athletics program.

**GOAL FIVE**  
**Competitive Funding:**  
Build a sustainable funding base to support vision and goals.

## HOUSTON, TEXAS

### The City

Houston is one of the world's great global cities, the nation's fourth largest, and home to one of the youngest, fastest growing, and most diverse populations in the country. Nearly one-in-four residents are foreign born and more than 145 languages are spoken. Reflective of its position as the Energy Capital of the World and a hub for global trade, Houston is home to 38 of the nation's 85 publicly traded oil and gas exploration and production firms – including 10 of the top 25. In addition, Houston is at the vanguard of the clean energy revolution and continues to grow with the energy transition. Houston is also home to the Texas Medical Center, the world's largest medical complex by several measures: number of hospitals, number of physicians, square footage and patient volume. Houston is a thriving hub of digital tech talent 9,100 tech related firms, including more than 1,000 venture-backed startups, plus an aerospace community that is flourishing because of a close partnership between NASA and private space companies transforming its connection to space exploration.



With an incredibly rich quality of life, winning sports teams, world-renowned cuisine, one of the largest collections of top-rated museums and cultural activities in the nation, and a low cost of living in addition to no state income tax—Houston is truly a great place to call home.

## POSTION SUMMARY

The next Dean of the GCSW will be a visionary leader and strategic thinker who will bring innovative thought, an entrepreneurial spirit, and a reputation for working collaboratively with both internal and external constituencies to the position. The Dean will build upon the GCSW's long-standing commitment to achieving social, racial, economic and political justice by developing and executing a compelling new vision for the College.

As Dean, the successful candidate will lead and leverage the critical and unique role of the College in contributing to and promoting UH's vision for excellence. The Dean will further the GCSW's mission by engaging with students in advancing scholarly inquiry, cultivating critical and creative thought, and generating knowledge.

The successful candidate will have the extraordinary opportunity to join one of the most ambitious institutions in higher education and lead a College that enjoys a national and international reputation. In their role as Dean, the candidate must embrace intelligent risk-taking while inspiring faculty and staff to proceed along a trajectory that is bold and transformational.



The new Dean will serve as the Chief Academic and Administrative Officer of the College and will work in collaboration with approximately 80 full and part time faculty and manage a budget of \$4.9 million. The Dean will also assume a leadership role in completing a new and dynamic strategic plan for the College and garner the resources to make the plan a reality. The Dean will have the opportunity to help strengthen the college through several open faculty positions, including endowed professorships.

The new Dean will enter an environment ready for change and will play an important role in not only the GCSW, but UH and the city of Houston. There are opportunities to build and foster relationships with the community, governmental entities, and nonprofits. The new Dean will lead the further development and expansion of the GCSW's commitment to service locally, nationally, and internationally. In addition, the Dean will strengthen existing relations and develop new partnerships that will result in a robust network of productive relationships.

The Dean will promote and strengthen the GCSW's identity by fostering a shared sense of mission and culture among all College constituents and partner with a motivated faculty to cultivate an environment that is collegial - both interpersonally and intellectually. They will continue to enhance a culture committed to distinguishing itself locally, nationally, and globally—further strengthening the University's Tier One status.

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## QUALIFICATIONS

Excellent interpersonal skills will be exceedingly important as the next Dean of the GCSW will be tasked with refining and advocating a compelling strategy for increasing scholarly productivity and grantsmanship alongside meaningful real-world impact with the goal of further enhancing UH's position as a Tier One research university. Demonstrated leadership skills, a history of working collaboratively with diverse groups, and an understanding of the GCSW's mission and culture are essential.

The ideal candidate will have a distinguished professional background that evidences the candidate's potential for leadership in achieving and maintaining excellence and innovation in teaching, research, scholarship, and service with a proven background in garnering resources. They will have superior communication and relational skills and a record of cultivating internal relationships and fostering collaborative coalitions with non-profits, community, and government agencies. The Dean of the Graduate College of Social Work serves as the leader of the college and is expected to interface with the wider social work community around relevant issues as well as lead innovative solutions to expand the reach and reputation of the college. The Dean is responsible for the college's successful strategic planning, implementation, and evaluation of policies, budgets, and programs. The Dean will provide a supportive academic environment that enhances the student experience, supports faculty scholarship, empowers staff, and fosters a collegial and collaborative environment.



### **The successful candidate will:**

- possess a terminal degree and demonstrate strong scholarship and experiences commensurate with appointment at the rank of full professor in the college; a Ph.D. or M.S.W. from a CSWE accredited program is preferred;
- possess a keen political acumen and the ability to work within a university system;
- possess a high level of energy, enthusiasm, and entrepreneurialism. The Dean must be passionate about the GCSW's mission and its commitment to its students and social, racial, economic and political justice;
- have a record of embodying social work values and the related vision of the GCSW through their scholarship and leadership, internally and externally;
- display openness to supporting diverse epistemologies, methodologies, funding sources, and impacts to advance research knowledge;
- serve as an advocate on behalf of the GCSW and its faculty and demonstrate the ability to present and support a dynamic vision to external constituencies;
- understand the importance of promoting and fostering a culture that embraces academic excellence and service;
- demonstrate commitment to leadership development, mentoring emerging scholars, and collaborative research projects;
- possess substantive social work practice and research experience;
- demonstrate experience developing new revenue streams including private fundraising, solicitation of grants and contracts, etc.;
- have a track record of working in institutions committed to serving urban and diverse populations;
- have a commitment to a participatory management style that encourages and empowers faculty and staff; the ability to delegate, to mentor, to oversee without interfering, and to provide critical feedback;
- have an understanding of, appreciation for, and experience in the enhancement of an academic unit's research capacity; the Dean will work closely with faculty to develop research activity to secure increased levels of external support from federal, state, and private sources;
- have a track record as a creative problem solver and demonstrated experience with change management;
- demonstrate a strong commitment to diversity and inclusivity in all its forms; nurturing an environment that supports and enhances the diversity of the students, faculty and staff.

# APPLICATION | NOMINATION

## Process

The Search Committee invites letters of nomination (self-nomination encouraged), applications (with a letter of interest, a complete CV, and a list of at least five references that includes contact information), or expressions of interest to be submitted to the search firm assisting UH. Review of materials will begin immediately and continue until an appointment is made. For full consideration, please submit applications by January 14, 2025. Applications received after this date may be considered at the discretion of the committee and/or hiring authority. Nominations can be submitted to Search Committee Co-Chairs Dean Catherine Horn and Dr. Juan Barthelemy or through the electronic nomination portal via the link below.

Porsha Williams, Vice President  
Jacob Anderson, Principal  
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**[SUBMIT A NOMINATION](#)**

*The University of Houston is an equal opportunity/affirmative action employer. Minorities, women, veterans and persons with disabilities are encouraged to apply. The University of Houston is responsive to the needs of dual career couples.*

