



## DEAN OF THE HELEN BADER SCHOOL OF SOCIAL WELFARE

### INSTITUTIONAL AND POSITION PROFILE

The [University of Wisconsin-Milwaukee](#) (UWM) invites nominations and applications for the position of Dean of the [Helen Bader School of Social Welfare](#). The School seeks a vibrant, visionary, energetic leader who will build on the School's past record of success.

The University of Wisconsin-Milwaukee, Wisconsin's major public urban research university, offers a comprehensive liberal arts and professional education at the undergraduate and graduate levels and is one of the two doctoral-granting campuses in the University of Wisconsin System.

UWM recently received two significant recognitions. The Carnegie Foundation granted the campus the Community Engagement Classification in 2015 for its significant work in Milwaukee and Wisconsin's southeast region. In February 2016 and again in December 2018, UWM was designated a R-1 Doctoral University – Highest Research Activity, by the Carnegie Classification of Institutions of Higher Education. Of the 131 universities designated as R-1, UWM is among a minority located in an urban setting and one of only 10 with a dedicated urban access mission. UWM enrolls 27,000 students in 13 schools and colleges. Of the total enrollment, about 4,600 are graduate students. Research expenditures in 2017-2018 were \$55 million. The themes of educating students, excelling in research, and serving its urban community are echoed in all University activities. Community engagement, entrepreneurship, and access are hallmarks of UWM's [mission](#).

### **POSITION DESCRIPTION**

As the chief academic officer for the Helen Bader School of Social Welfare, the Dean has primary responsibility to plan, develop, and administer all aspects of the School's educational programs, activities, and budget; provide vision in setting priorities and leadership in maintaining academic standards and in strengthening faculty scholarship and research; work with partners across the University; and represent the School within the University, the UW System, the external community and region, with alumni, and with appropriate external agencies and organizations regarding academic programs and standards. The Dean reports directly to the Provost, is a member of the Academic Dean's Council, and participates in a shared governance system with faculty and staff.

The Dean is expected to provide leadership for the School and exercise responsibility for its academic and administrative operations, including personnel, budget, and programs. Areas of responsibility include: leadership for undergraduate and graduate

programs, as well as for outreach and continuing education; leadership for established and developing research and educational programs; development of extramural funding sources; fundraising and cultivating alumni relations; building and sustaining strong relationships with external constituents and partners across campus; and effective representation of the School within the University and the community.

## **QUALIFICATIONS**

UWM seeks candidates with a strong record of professional accomplishment, commitment to excellence in research and teaching, and strong management and leadership skills to serve as the new Dean. The Dean must be a visionary educational leader with integrity, a high standard of excellence, and strong community engagement skills.

### **Required Qualifications:**

- PhD (or equivalent) degree with scholarly qualifications sufficient for appointment as a tenured full professor in an area within the Helen Bader School of Social Welfare.
- Proven leadership and administrative experience.

### **Preferred Qualifications:**

- Potential to improve research and academic quality, ranking, and visibility of the School.
- Record of promoting excellence in undergraduate and graduate education.
- Proven leadership in developing and maintaining scholarly research and extramural funding of faculty and staff.
- Demonstrated ability to prioritize diversity and inclusiveness in the recruitment, development, and retention of faculty, staff, and students.
- Demonstrated ability to work across multiple units and levels of campus governance and administration.
- Proven ability to forge long-lasting community-university partnerships.
- Demonstrated ability to collaborate with local justice or social service systems to advance issues of social justice and system reform.
- Experience in budgeting, including the allocation of resources across units.
- Recognition of the importance of shared governance, including a dedication to participatory management and transparency.
- Experience with academic planning, enrollment management, and student success.
- Demonstrated success in cultivating relationships and fundraising.

## **HELEN BADER SCHOOL OF SOCIAL WELFARE**

### **Overview and Background**

The School was created in 1965, ten years after the establishment of the University of Wisconsin-Milwaukee campus. In 2001, it was renamed the Helen Bader School of Social Welfare (HBSSW) after becoming the beneficiary of one of the largest private grants in UWM history. Helen Bader was a dedicated community advocate and

graduate of the School's MSW program. The endowments for HBSSW total \$4.24 million for program support and \$1.7 million for scholarships.

### **Mission and Vision**

The School's mission is to improve lives and strengthen communities through research, education and community partnerships. To accomplish this, it seeks to promote excellence in its degree programs and training initiatives, while emphasizing both accessibility and student retention. It also promotes community-based research through collaborations with a wide array of local agencies.

### **Academic Programs**

The two academic units comprising the School are the Department of Social Work and the Department of Criminal Justice & Criminology. Their combined 21 tenure-track faculty and 37 teaching academic staff serve approximately 850 undergraduate and 350 graduate students. To provide field placement opportunities for social work and criminal justice students, the two departments partner with hundreds of agencies statewide and regionally. The Department of Criminal Justice & Criminology is the administrative home for undergraduate courses in Military Science, serving both the Army and Air Force Reserve Officers' Training Corps (ROTC).

The Department of Social Work offers the Bachelor of Science in Social Work (BSSW) degree and a Master of Social Work (MSW) degree, which are accredited by the Council on Social Work Education (CSWE). The Department of Criminal Justice & Criminology offers a Bachelor of Science degree and a Master of Science in Criminal Justice (MSCJ) degree. These are some of the largest social work and criminal justice programs in Wisconsin. The two departments collaborate to offer a PhD in Social Welfare, in which students may follow tracks relating to Social Work and/or Criminal Justice. Additionally, the School offers a number of graduate certificate programs and areas of concentration designed to prepare students for specialized practice licenses. The School has several collaborative degrees with other academic units at UWM.

Details on the academic programs in the School can be found at <https://uwm.edu/socialwelfare/academics/>.

### **Field Education**

An important component of both bachelor's and master's degree programs in the School is student involvement in agency-based practicum experiences. In any given semester, the Social Work and Criminal Justice & Criminology departments have hundreds of students completing internship placements throughout the region. Participating agencies seek to provide practicum experiences in which students integrate classroom content with practice demands. Through these internships, students develop professional skills by applying relevant theory and research to real-life situations in social service and criminal justice agencies.

## Faculty Research and Outreach

Faculty members in both departments maintain intensive involvement in scholarly inquiry. The School has averaged approximately \$5 million annually in external awards for research and public service. In the 2018-19 fiscal year, the School ranked third among all UWM schools and colleges for total-dollar awards, and first in per capita funding with expenditures of \$6.3M in public service and \$1.6M in research. To maintain and expand this success, all faculty have access within the School to the Shared Office for Administration of Research (SOAR), which assists with applying for and managing awards and furthering faculty members' pursuit of scientifically rigorous, interdisciplinary projects.

## Institutes and Offices

- The Institute for Child and Family Well-Being ([ICFW](#)) is a joint initiative of HBSSW and Children's Hospital of Wisconsin. Its mission is to improve the lives of children and families with complex challenges by implementing effective programs, conducting cutting-edge research, engaging communities, and promoting systems change.
- [The Helen Bader Office of Applied Gerontology](#) houses the Endowed Chair in Applied Gerontology and manages the Age and Community Scholarship Program. The office promotes optimal aging and strengthens connections with community partners by advancing opportunities in gerontology education, research and training for students, faculty, and the community.

## Research Partnerships

- The Center for Aging and Translational Research ([CATR](#)) brings together multiple disciplines, departments, and colleges to work together to provide a unified and strategic response to advance aging research, education, training, and community engagement.
- The Center for Urban Population Health ([CUPH](#)) was founded in 2001 and is comprised of UW-Milwaukee, the School of Medicine and Public Health at UW-Madison and Aurora Health Care/Aurora Research Institute. CUPH partners on research, education, and service-related projects. Its mission is to advance population health research and education to improve the health of urban communities.
- [Partners for Health](#) is comprised of the Helen Bader School of Social Welfare, College of Health Sciences, College of Nursing, and the Joseph J. Zilber School of Public Health and is the result of a growing exchange of collegiate knowledge and resources with the public and private sectors. Partners for Health prepares students through interprofessional education; Conducts innovative research to help improve the lives of those with physical and mental health issues; Promotes healthier living while serving and educating the community; Informs and drives health policies locally and globally.
- Criminal Justice faculty members and PhD students have collaborated on applied research projects with the Milwaukee County Behavioral Health Division, House of Correction, Office of African American Affairs, District Attorney's Office, Wisconsin State Public Defender's Office, Milwaukee Police Department, Racine

Police Department, Wisconsin Department of Corrections, Waukesha County Criminal Justice Collaborating Council, Legal Action of Wisconsin, as well as local agencies such as the Benedict Center, Sojourner Family Peace Center, and Wisconsin Community Services.

## **Outreach**

- The Screening, Brief Intervention, and Referral to Treatment for Substance Misuse ([SBIRT](#)) project is a comprehensive and integrated approach to the delivery of early intervention and treatment services for substance misuse. The School trains teams of masters-level social work students, student nurse practitioners, and medical residents in the SBIRT model.
- Training for Adoption Competency ([TAC](#)) is a 72-hour training program that involves 12 day-long modules. TAC was developed by the Center for Adoption Support and Education (C.A.S.E.) in collaboration with mental health adoption and child welfare professionals throughout the United States.
- [Milwaukee Child Welfare Partnership](#) – Funded by the Department of Children and Families, this program provides training and professional development to child welfare professionals in Milwaukee county, and foster and adoptive families, group home and home visiting staff statewide. The program has been operating since 2001 and serves approximately 13,000 training participants annually.
- [Title IV-E Child Welfare Training Program](#) – Funded by the Wisconsin Department of Children and Families, this program provides tuition and other support to BSW and MSW degree training for current and future child welfare workers in southeast Wisconsin. Partner agencies include the Division of Milwaukee Child Welfare, the Community Services Division of Children’s Hospital of Wisconsin, SaintA, the Racine County Department of Human Services, and the Walworth County Department of Health and Human Services. It recently celebrated its 25<sup>th</sup> anniversary and has served more than 300 current and former child welfare staff.
- In cooperation with Bader Philanthropies, the Office of Applied Gerontology organizes training and educational programs on issues that impact older adults, including an annual World Elder Abuse Awareness event.
- North Central High Intensity Drug Trafficking Area (NCHIDTA) Project – The School has a fiduciary relationship with the NCHIDTA Project. The School employs the civilian members of NCHIDTA through direct funding from the federal government. In return the School receives research opportunities and internship opportunities for students.

## **THE UNIVERSITY OF WISCONSIN – MILWAUKEE**

The University of Wisconsin-Milwaukee is one of only two doctoral-granting research institutions in the University of Wisconsin System and is listed among the nation’s 130 top research universities, a category known as R1 by the Carnegie Classification of Institutions of Higher Education. In addition, the national Council on Undergraduate Research recently honored UWM and one other institution with its 2018 Campus-Wide Award for Undergraduate Research Accomplishments.

Founded over 60 years ago in the belief that Milwaukee would need a great public university to become a great city, UWM has a dual research and access mission aimed at serving the diverse needs of Wisconsin's largest metropolitan area by furthering opportunities at all levels for students who may be financially or educationally disadvantaged. More than one-third of its undergraduate students on the main campus reported that they are the first in their families to attend college. In all, the university educates more than 27,000 students on its three campuses. It is the largest educator of veterans in Wisconsin, with about 1,300 veterans and military-related students enrolled.

UWM has an estimated economic impact of \$1.5 billion annually and is a central catalyst and partner in the Milwaukee 7, a regional collaboration focused on enhancing the economic well-being of the City of Milwaukee and the seven counties that comprise Wisconsin's southeast region.

The university itself has an operating budget of \$689 million and research expenditures of \$55 million. It has 7,700 employees, including 4,700 student workers.

The university has an international reputation for teaching and research excellence and is ranked among the world's top 500 universities by Academic Rankings of World Universities. More than 1,300 students from 92 countries attend UWM.

The *Princeton Review* named UWM a 2019 Best Midwestern university based on overall academic excellence and student reviews. The UWM is committed to the full inclusion of LGBT+ campus constituents. [Campus Pride Index](#) has consistently named UWM as one of the most LGBTQ-friendly postsecondary institutions in the United States. UWM was the first university in the nation to implement an [inclusive housing policy](#).

### **Academic Programs and Centers**

UWM's [195 academic programs](#) include one associate program, 93 bachelor's programs, 65 masters' programs, and 36 doctoral programs across [13 degree-granting schools and colleges](#). UWM has many outstanding [centers, institutes, and laboratories](#).

### **Students**

As a doctoral research university, whose mission spans research and access, UWM enrolls a diverse mosaic of students. Fall 2018 enrollment on the Milwaukee campus was 24,955: 20,278 undergraduates and 4,677 graduate students including about 1,300 doctoral students. UWM has the second highest number of graduate students in the state. Many of these students earn prestigious awards from institutions such as the Ford Foundation, the National Science Foundation, and the Big Ten Consortium for Institutional Cooperation. Alumni include leaders in higher education, government, and research institutions as well as elite private corporations and tribal services and industries. UWM's students are drivers of Wisconsin's economy with 75 percent remaining in Wisconsin after graduation. UWM honors diversity both in terms of the student population and the experiences offered to students. Underrepresented

minorities at the Milwaukee campus comprise about 23 percent of the overall enrollment making it one of the most diverse campuses in the UW System. UWM provides a number of enriching academic and research opportunities and internships for high achieving students at all levels such as [UR@UWM](#), [Support for Undergraduate Research Fellows](#), the [McNair Program](#), and [Honors](#) programming.

### **Governance**

UWM is one of 13 institutions comprising the [University of Wisconsin System](#). A prominent feature of the UW System, including UWM, is shared [governance](#), a unique system in U.S. higher education that is formalized in state law. Chapter 36 specifies that the faculty, academic staff, university staff, and students have primary responsibility for advising the chancellor regarding academic and educational activities and the formulation of policies, activities, and personnel matters that affect each of these groups within the University community. Such a system of governance requires an administrative environment that cultivates and sustains collaborative, consultative, and inclusive relationships with the University's faculty, academic staff, and students.

### **Campuses**

The University of Wisconsin-Milwaukee's main campus covers 104 acres on Milwaukee's [east side](#). The Milwaukee campus has 54 buildings totaling nearly 9 million square feet. An aggressive building program over the past decade provided new facilities including the Kenwood Interdisciplinary Research Complex, [Kenilworth Square](#) and [Cambridge Commons](#), to support strong academic programs in business, architecture, performing arts and the sciences, as well as student housing and athletics. A new Lubar Entrepreneurship Center and UWM Welcome Center opened in April 2019. Additional campuses serving freshmen and sophomore students are located in [Waukesha](#) and in [Washington County](#).

## **HOW TO APPLY**

The Committee will accept applications and nominations until the position is filled. Initial screening of applications will begin in December 2019 and continue until an appointment is made. For best consideration, applications must be received on or before December 1, 2019. Applications received after this date may not be considered. Applicants must submit a cover letter, a complete curriculum vitae and contact information for at least five references. These materials must be uploaded through UWM's Application Information Management System (AIMS) at <http://jobs.uwm.edu/postings/29481>

The Search and Screen Committee is being assisted by Gary R. Rhoads, President & Founder, Strategic Search Advantage. All inquiries and nominations should be directed to Mr. Rhoads at [grhoads@strategicsearchadvantage.com](mailto:grhoads@strategicsearchadvantage.com) or (570) 484-6414. The Chair of the Search and Screen Committee, Professor Rebecca Neumann, also welcomes inquiries and may be contacted at [rneumann@uwm.edu](mailto:rneumann@uwm.edu).

*The University of Wisconsin System will not reveal the identities of applicants who request confidentiality in writing, except that the identity of the successful candidate will be released. See [Wis. Stat. §. 19.36\(7\)](#).*

*UWM is an AA/EOE employer: All applicants will receive consideration for employment without regard to race, color, national origin, religion, sex, sexual orientation, gender identity/expression, disability, or protected veteran status.*

*Employment will require a criminal background check. UWM takes the prevention of sexual misconduct seriously. As such, you and your references will be required to answer questions regarding any past findings of sexual violence and sexual harassment or any pending allegations of sexual violence or sexual harassment.*