

UNIVERSITY OF **LOUISVILLE**

Dean
The Raymond A. Kent School of Social Work
and Family Science



The Opportunity

The University of Louisville (UofL) invites nominations and applications for the position of Dean of The Raymond A. Kent School of Social Work and Family Science. Reporting directly to the Executive Vice President and University Provost, the dean is the educational and administrative head of the school and is responsible for effective administration and conduct of the school's academic programs. In addition, the Dean, working with faculty and staff, is responsible for:

- Coordinating academic programs within the Kent School.
- Preparing a strategic plan and priorities for action for the Kent School.
- Creating an environment that facilitates research and scholarly activity.
- Developing and promoting public service.
- Administering personnel actions.
- Developing and administering the Kent School's budget.
- Writing the annual report.
- Promoting the Kent School through fundraising and alumni activities.
- Representing the views of the faculty, staff and students to the Office of the Provost
- Ensuring adherence to the duly authorized policies, procedures, and regulations adopted by the Kent School faculty, appropriate university officers, and the Board of Trustees.

Qualifications and Experience

- Has an earned doctorate degree in Social Work or Family Science from an accredited college or university.
- Has experience with progressive responsibilities as an administrator in a university setting.
- Demonstrates a commitment to social justice, diversity, equity and inclusion.
- Qualifies for tenure and is, on appointment as dean, a tenured faculty member whose tenure has been recommended by the appropriate faculty of the university.

Raymond A. Kent School of Social Work and Family Science

Founded in 1936, The Kent School of Social Work and Family Science prepares students to work in a society with complex social problems and needs. Rapidly becoming one of the top research social work programs in the country, members of the school are engaged in cutting-edge research to inform practice and policy to



support individuals, families, and communities. The Kent School proudly joins with the University of Louisville in the quest to become a premier anti-racist metropolitan research university.

This past fiscal year was Kent School's best year for philanthropic donations since 2001 at over \$1 million, surpassing the fundraising goal by 273 percent. These gifts support non-traditional MSSW students, a dean's discretionary endowed fund, a future MSCFT full scholarship, as well as MSSW full scholarship in support of students pursuing studies in mental health.

Mission

The Kent School of Social Work and Family Science addresses complex social problems through education, research and service to create a just and better world.

Academics

The Kent School of Social Work and Family Science is committed to teaching the next generation of social workers and family therapists, preparing them to promote social justice and be positive change agents in the fast-growing fields of social work and family science, and empowering them to help others lead a healthier, increasingly productive and safer life.

To this end, the Kent School offers one undergraduate degree and four graduate degree programs to nearly 800 students and seeks to prepare well-qualified social workers and family therapists who practice from a strong professional value-base to serve the metropolitan mission of the university. Graduates promote social justice through their practices with diverse client systems by helping people mobilize their resources to deal with present circumstances and to enlarge their prospects for the future. Since problems of the individual cannot be seen in any meaningful way in isolation from the broad social and community context in which they occur, social work also takes a leadership role in bringing about institutional and social change. Family science is a social science discipline focused on family dynamics and interactions among family members across diverse cultures, family structures, and phases of the life span. The field of marriage/couple and family therapy, within the family science, assesses and intervenes with family relationships to promote healthy individual, couple, and family functioning.

The Bachelor of Social Work (BSW) and Master of Science in Social Work (MSSW) degrees are offered both 100% online and on campus. The Doctor of Philosophy in Social Work (PhD) and the Master of Science in Couple and Family Therapy (MSCFT) are offered on campus and the Doctor of Social Work (DSW) degree is offered online. The MSSW offers concentrations in Alcohol and Drug Counseling, Gerontology Social Work, Mental Health Social Work, Military Social Work, Psychosocial Oncology/Medical Social Work, and School Social Work.

Field Education

Students gain real world meaningful and enriching opportunities in field education to practice concepts learned in the classroom in the community. Social work is a profession concerned with the prevention and amelioration of social problems and the enhancement of the quality of human life. Social workers achieve these goals through direct practice with individuals, families, groups, and community organizations; advocacy; social planning; social policy analysis and formulation; research; and administration.

Additionally, the Master of Science in Couple and Family Therapy Program, the only COAMFTE-accredited program located in a School of Social Work and ranked in the Top 20 MFT programs in the country by Online Psychology Degrees, offers the Relationship Solutions Clinic, where supervised students provide counseling to individuals, couples, and families, gain experience, and receive feedback

National/State Rankings

- Ranked 42nd by US News and World Report out of 300 accredited graduate programs in the US
- Ranked in the top 17% of social work programs in the nation by US News and World Report
- Rated 3rd in the country for its MSSW online program by Social Work Degree guide.

in their practicum work in family therapy.

Research

In the context of a research institution, the Kent School is committed to knowledge development that informs social work practice, recognizing the importance of interdisciplinary collaboration to solve complex social problems. In fiscal year 2021, Kent School faculty had a portfolio of over \$20.4 million from 61 externally funded awards in support of research and service efforts. Scholars in the Kent School have secured funding through multiple federal agencies including the National Institutes of Health and the National Institute on Aging. Faculty in the Kent School employ a variety of methods including focus groups, participatory action, data mining, and Photovoice ® to answer complex questions surrounding social problems that disproportionately impact groups that have been marginalized. For additional information, please see the [Research Directory](#).

Furthering that commitment, the Kent School is home to the Dr. Renato LaRocca Endowed Chair in Oncology Social Work. The role of the endowed chair is to contribute to a research agenda that advances the quality of cancer care for patients and families/caregivers as well as the strategic interests of UofL, Kent School and the James Graham Brown Cancer Center. Dr. Karlynn BrintzenhofeSzoc, Professor and LaRocca Endowed Chair in Oncology Social Work, focuses on the effect that being diagnosed with a chronic or life-limiting disease has on the BioPsychoSocialSpiritualSexualCultural (BPSSSC) aspects of people. She is interested in how BPSSSC aspects of individuals are influenced by the experience of having cancer and undergoing treatment and how these aspects influence an individual's cancer trajectory. Her research participants include those diagnosed with cancer, their family caregivers, and their healthcare providers.

Diversity, Equity, and Inclusion

University of Louisville Awards and Recognitions

- Higher Education Excellence in Diversity (HEED) Award for the 4th year in a row and 6th time in the past 9 years.
- 1 of 16 schools to earn 5 out of 5 stars for being an LGBTQ friendly university and the most LGBT-conscious university in the south
- Named a Military Friendly University

As party of its mission to be an anti-oppressive school, the Kent School of Social Work and Family Science is dedicated to promoting anti-racism in all its endeavors, including service, research, teaching, practice, policies and climate. The Kent School seeks to reduce and eliminate inequities in recruitment, retention, and treatment of BIPOC students, staff, and faculty within the school. In addition, the Kent School strives, through service, research, practice, and advocacy, to reduce and eliminate inequities in education, health and well-being affecting BIPOC throughout the university, city of Louisville, and society in general. We approach anti-racism work from an intersectional perspective, recognizing that BIPOC with additional marginalized identities, such as those who are also women, members of the LGBTQ community, religious minorities, and those with disabilities, face particular forms of oppression that need to be addressed to completely eliminate inequities affecting them.

University of Louisville

Founded in 1798 as one of the nation's first city-owned, public universities, the University of Louisville (UofL) is a vital ecosystem that creates thriving futures for students, the community and society. UofL is one of only 79 universities in the United States to earn recognition by the Carnegie Foundation as both a Research 1 and a Community Engaged



university and is proud to be ranked among the nation's best institutions for African American and LGBTQ+ students, as well as a designated Military-Friendly school. The institution is a producer of top scholars, including more than 150 Fulbright Scholarships awarded since 2003 - more than all other Kentucky public institutions combined - and has earned international acclaim for groundbreaking discoveries in areas of transplantation, cancer research, cardiac care and spinal cord injuries. This dynamic tapestry of diverse perspectives makes UofL a place where potential is unleashed and positive change for humankind is fueled.

UofL enrolls more than 23,000 students and offers undergraduate degrees in more than 50 fields of study, master's degrees in over 75 areas, and doctoral degrees in over 35 disciplines. The university also is accredited to grant professional degrees in medicine, dentistry, and law.



UofL's Belknap Campus is home to eight of its 12 academic schools and colleges: the College of Arts and Sciences, the College of Business, the College of Education and Human Development, the J.B. Speed School of Engineering, the Graduate School, the Brandeis School of Law, the School of Music, and the Kent School of Social Work and Family Science. The Health Sciences Center is located in downtown Louisville's medical complex, and is home to the schools of Medicine, Nursing,

Dentistry, and Public Health and Information Sciences, along with University of Louisville Hospital and UofL Health - Jewish Hospital. The UofL Health enterprise includes an additional three hospitals, four medical centers, the Frazier Rehab Institute, Brown Cancer Center and nearly 200 physician practice locations.

UofL contributes significantly to the economic, cultural and intellectual life of the Louisville community. The city itself also serves as a classroom for UofL students, who benefit from internships and partnerships, as well as a wide range of community service opportunities. The magnitude of UofL's achievements reach beyond Louisville into every corner of Kentucky and across the nation. The alumni network is over 150,000 strong, with Cardinals living all over the Commonwealth of Kentucky, the United States, and around the world.

At UofL, students learn from faculty members who are experts in their subject areas. Nearly 90 percent of full-time instructional faculty hold the highest degrees in their field. In addition to their classroom duties, UofL faculty are leading research projects funded at more than \$200 million in federal, local, and private grants for Fiscal Year 2021.

A diverse and active student body enriches the educational experience at UofL. Students of color represent over 28% of student enrollment and international students represent 4.2% of total enrollment. While Kentucky students account for the majority of the student population, more than 40% coming from Jefferson County, over 20 percent of UofL students are from more than 50 other U.S. states and territories. More than 400 campus organizations help students meet new friends, develop leadership skills and explore new interests. Sports fans are able to enjoy Division I men's and women's athletics; UofL is a proud member of the Atlantic Coast Conference (ACC).

Mission Statement

The University of Louisville pursues excellence and inclusiveness in its work to educate and serve its community through:

- Teaching diverse undergraduate, graduate, and professional students in order to develop engaged citizens, leaders, and scholars,
- Practicing and applying research, scholarship and creative activity, and
- Providing engaged service and outreach that improve the quality of life for local and global communities.



The university is committed to achieving preeminence as a premier anti-racist metropolitan research university.

Vision Statement

The University of Louisville will be recognized as a great place to learn, a great place to work and a great place in which to invest because we celebrate diversity, foster equity and strive for inclusion.

Strategic Plan 2022-2025: Ways Forward

As the University of Louisville wraps up the final year of its [2019-22 Strategic Plan](#), efforts are underway to identify strategies and set goals for the next three years. An initial draft of the 2022-25 University of Louisville Strategic Plan has been developed by the strategic plan co-chairs and subcommittees with input from the president's leadership team, the provost's leadership team and university deans.

Cardinal Principles

- Let us be a university that is a **Community of Care**. Care for self, care for one another as the Cardinal Family and care for the community beyond. We are a community—not just a collection of individuals. We are a community—not just buildings connected by an HVAC system.
- **Accountability**. We keep our promises. We own mistakes. We are accountable to the team.

- **Respect**, irrespective of position. We respect each other's humanity and dignity, no matter what our positions in the organization are. We also respect our right to differing and conflicting positions on issues. We will be a place that prepares students for ideas, not protects students from ideas.
- **Diversity and Inclusion**. We celebrate diversity of thought, perspectives and life experiences. As our state motto declares: United We Stand, Divided We Fall. We want everyone, in the richness of all of their many unique and intersecting identities to feel included in the Cardinal fold.
- **Integrity and Transparency**. We will be true to our mission of an urban research university to create, disseminate and apply knowledge. Integrity is our collective commitment to make decisions with the best interests of our university in mind and to share the decision-making rationale and the outcomes.
- **Noble Purpose**. Each of us will identify for ourselves the way in which we make a difference. We know we must solve the problems of access and affordability to give everyone the opportunity to find and pursue their own noble purpose.
- **Agility**. We will recognize that things change and when they do, we must change things. We know that when adaptation in an organization does not keep pace with adaptation in the environment, the organization will not survive.
- **Leadership**. We recognize that management is a position but leadership is an activity. We will all behave as owners of the University of Louisville because we are. "We are UofL" is not just a hashtag or a slogan. It is our declaration of leadership and ownership.



Accreditation



The University of Louisville is accredited by the Southern Association of Colleges and Schools commission on Colleges (SACSCOC) to award associate, bachelor, master, specialist, doctoral, and first-professional degrees (D.M.D., J.D., M.D.).

The Kent School of Social Work and Family Science is accredited by the Council of Social Work Education's (CSWE) Commission on Accreditation and by the Commission on Accreditation for Marriage and Family Therapy Education (COAMFTE).

Louisville, Kentucky

Louisville is located on the banks of the Ohio River in north-central Kentucky and is readily accessible by three Interstate highways, I-64, I-65 and I-71. Louisville International Airport also offers direct service to and from major destinations across the United States. For local transportation, The Transit Authority of River City operates an extensive network of bus routes across Louisville and surrounding counties, including locations in Southern Indiana.

Louisville is a progressive community of nearly 1 million people with a robust economy, a vibrant arts scene, a nationally ranked public school system and a rich history infused with Southern hospitality.



Situated on the banks of the Ohio River, America's 17th largest city boasts a cost of living that is substantially lower than the national average, with a broad range of affordable housing options from high-rise apartments and historic Victorian homes to suburban communities and rural farms.

Entertainment and recreational options include the city's highly regarded symphony, ballet and Actors Theater of

Louisville, the Speed Art Museum, University of Louisville collegiate sports, The Louisville Bats minor-league baseball team and one of the nation's finest systems of urban parks, designed by Frederick Law Olmsted, the father of American landscape architecture.

Louisville also plays host to a wide variety of regional celebrations, including the St. James Court Art Fair and the Kentucky Derby Festival — two weeks of non-stop entertainment that ranges from the quirky to the sophisticated, with signature events like a paddle-wheel riverboat race, Southern-style galas and one of the country's premier air shows, all leading up to the most exciting two minutes in sports: The Kentucky Derby.

With such a vibrant quality of life, Louisville is a great place to call home. For more about Louisville, visit [Greater Louisville Inc.](#), the Metro Chamber of Commerce.

Nomination and Application Process

Salary

Salary will be competitive and commensurate with qualifications and experience.

How to Apply

Greenwood/Asher & Associates, LLC is assisting the University of Louisville in this search. Applications and nominations are now being accepted. For a full application package, please submit a cover letter, CV, and list of five references. Confidential inquiries, nominations and application materials should be directed to Greenwood/Asher & Associates. Submission of application materials as PDF attachments is strongly encouraged. The search will be conducted with a commitment of confidentiality for candidates until finalists are selected. Initial screening of applications will begin immediately and will continue until an appointment is made.

Please direct inquiries, nominations, and application materials to:

Tracey Weldon, Vice President of Executive Search

E-mail: traceyweldon@greenwoodsearch.com

Kyle Pybus-Jerome, Senior Executive Search Consultant

E-mail: kylepybusjerome@greenwoodsearch.com

The University of Louisville strives to provide equal employment opportunity on the basis of merit and without unlawful discrimination in terms of race, sex, age, color, national origin, ethnicity, creed, religion, genetic information, sexual orientation, gender, gender identity or expression, marital status, pregnancy, or disability of an otherwise qualified individual.