SEARCH PROSPECTUS:
Dean of the School of Social Work and Behavioral Sciences
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Springfield College, located in historic Springfield, Massachusetts, announces the search for the next Dean of the School of Social Work and Behavioral Sciences. The Dean reports to the Provost and Vice President for Academic Affairs and is responsible for creating an environment that is conducive to excellence in teaching, advising, scholarship and service and the education of students holistically for leadership in service to others.

The College invites nominations and applications for this outstanding opportunity which will be available July 1, 2020. The deadline for applications is March 31, 2020.
Springfield College is an independent, nonprofit, coeducational institution founded in 1885. Approximately 4,100 students, including 2,500 full-time undergraduate students, study at its main campus in Springfield, Massachusetts and at its regional campuses across the country.

The College offers a range of undergraduate and graduate degree programs in the fields of social work, behavioral sciences, health sciences, athletic training, exercise science, sport management, movement studies, physical education, business, and the arts and sciences. It offers doctoral programs in physical education, physical therapy, and counseling psychology.

Since 1885, Springfield College has had a strong focus on its Humanics philosophy: educating students—in spirit, mind, and body—for leadership in service to others. The College has remained committed to Humanics, while evolving to remain relevant to prepare students for the future. Springfield College helps students grow holistically, enter fields that help others, and serve as leaders in their communities, organizations, and companies, at home, and around the world. Offering bachelor’s, master’s, and doctoral degrees, Springfield College is an outstanding destination for those seeking a well-rounded education, strong academics, experiential learning opportunities, and active and fulfilling cocurricular involvement, including athletics.

**ACADEMICS**
Springfield College’s academic programs are led through its four schools: Arts and Sciences; Social Work and Behavioral Sciences; Physical Education, Performance, and Sport Leadership; and Health Sciences.
REGIONAL CAMPUSES
In addition to the main campus in Springfield, the College also maintains several regional campuses across the country, including in Boston, Houston, Milwaukee, St. Johnsbury, Vermont, Tampa Bay, and Wilmington. Serving primarily (but not exclusively) adult student learners, the regional campuses offer students the benefit of a Springfield experience in locations and in schedules that fit their busy lives. The College also maintains a separate campus in Springfield itself, which serves adult students from throughout the region. The programs offered on the regional campuses include a Bachelor of Science in Human Services, a Bachelor of Science in Business Management, a Master of Science in Human Services, a Master of Business Administration (MBA), a Master of Clinical Mental Health Counseling, and a Master of Education in Counseling. Numerous concentrations within the Bachelor of Science in Human Services are also offered at the regional campuses, including Community Youth Development and Leadership, Criminal Justice, Early Childhood Education, and Substance Use Disorder Counseling. While not all programs are offered at each of the regional campuses, many courses are now available through online access. The M.S.W. program is offered at one additional location—St. Vincent’s Hospital (Worcester MA).

DIVERSITY AND INCLUSIVITY
The Division of Inclusion and Community Engagement promotes and maintains a campus culture of inclusive excellence while simultaneously providing the community with a central point of contact for those wishing to explore ways they can connect with and support the College’s outreach efforts. The division provides students, faculty, and staff with opportunities to work, live, and play across lines of identity and difference.

Founded in 1885 as the School for Christian Workers, Springfield maintains a deep commitment to social justice. In 1964, the College hosted Dr. Martin Luther King, Jr. as its commencement speaker and awarded him an honorary doctorate. Today, the Division of Inclusion and Community Engagement honors that moment in the College’s history, and the College’s tradition of social justice by presenting the annual Martin Luther King Jr. Lecture.
THE SCHOOL OF SOCIAL WORK AND BEHAVIORAL SCIENCES

MISSION

The mission of the School of Social Work and Behavioral Sciences is to provide innovative and collaborative learning environments to develop professionals committed to improving the human experience.

ACADEMICS

The School of Social Work and Behavioral Sciences includes four academic departments with a variety of programs leading to bachelors, masters, and doctoral degrees. The departments include Counseling, Human Services, Psychology, and Graduate Social Work. With 44 full-time faculty, SWBS includes 523 undergraduate and 572 graduate students (as of Fall 2019).

The School of Social Work and Behavioral Sciences emphasizes applied learning and field experiences in all its programs. At Springfield College, undergraduate and graduate students find opportunities for research, community service, capstone and community projects, faculty who are world-renowned scholars, researchers, and practitioners, and a wide range of partnerships with local, regional, and national organizations.

Undergraduate programs in the School include Psychology, Rehabilitation and Disability Studies, and Human Services. Comprehensive coursework and real-world experiences prepare students both for career opportunities and for graduate education in counseling, human services, psychology and social work.

The School of Social Work and Behavioral Sciences’ graduate programs serve students seeking career advancement in their chosen helping profession. Programs include Athletic Counseling, Clinical Mental Health Counseling, Counseling Psychology (PsyD), General Counseling, Human Services (Master’s Degree), Industrial/Organizational Psychology, Rehabilitation Counseling, School Counseling, Social Work (MSW, MSW/JD), and Student Affairs Administration. Several of the programs within the School of Social Work and Behavioral Sciences offer a student-centered array of flexible program delivery options, including traditional classroom, hybrid, and on-line courses offered in a variety of settings, including evenings and weekends. Springfield College’s regional and online campuses, where the School of Social Work and Behavioral Sciences offers numerous degrees, provide a further degree of flexibility for students.

Accreditations include the American Psychological Association (Psychology, Doctor of Psychology); the Council on Social Work Education (Graduate Social Work, Master of Social Work); and the Council for Accreditation of Counseling and Related Programs (Rehabilitation Counseling MS or MEd).
The next dean of SWBS will lead a related group of departments brought together in 2019 as part of a restructuring to provide greater cohesion among the disciplines and more coherent administrative oversight. The School of SWBS faces a bright and exciting future, as the new organizational structure offers numerous possibilities for collaboration, interdisciplinarity, and innovation, all of which will enable the School to better carry out the mission of the College in a changing higher education environment.

STRENGTHENING THE COHESION WITHIN THE SCHOOL
The newly reorganized and named School was created in July 2019 and brought together units that were formerly part of four separate schools. The process of integration has been positive but is necessarily incomplete because the reorganization occurred so recently. The next dean will lead the development of a collective vision, purpose, and initiatives that foster collaboration between the departments within the School and among the other schools within the College.
DEVELOPING PROGRAMS
Many of SWBS’ programs serve some of the College’s largest potential student populations. With a national reach through the College’s regional campuses, the School has the opportunity to develop innovative and synergistic programming through a variety of delivery modalities, which can increase the College’s competitive advantages and increase enrollment.

SUPPORTING FACULTY SCHOLARSHIP
Springfield College follows Boyer’s Model of scholarship, and the next dean will have the opportunity to foster research in a variety of different ways, including the scholarship of application. They will encourage, support and facilitate faculty scholarship and grant writing appropriate to the various disciplines.

PROMOTING EXCELLENCE
As Springfield College rolls out new programs and deploys existing programs through new delivery modalities, the dean must also focus on strengthening and maintaining the academic quality of current programs taught on the main campus. Using the College’s instructional design resources and promoting accreditation as a way to build program quality and a culture of continuous improvement, the next dean of SWBS will balance the College’s need to quickly develop new programs and expand existing programs with the imperative of maintaining Springfield’s uncompromising program quality.
REQUIRED QUALIFICATIONS

An earned doctorate and a record of scholarship, teaching and service meriting appointment at the rank of professor with tenure are required. Additionally, academic leadership experience and faculty oversight are required.

DESIRED CHARACTERISTICS & ATTRIBUTES

- A demonstrated commitment to mission-based leadership
- Practical experience within the candidate’s chosen field
- A commitment to social justice, service to others, and service to humanity
- A record of collaborative leadership and teambuilding
- A record of student-centered decision-making
- Experience with online learning and regional campus locations
- Experience with undergraduate and graduate education
- Experience with programs focused on adult learners
- Experience with student recruitment
- Experience with creating and sustaining community and other external partnerships
- Demonstrated commitment to diversity
- Experience with academic program accreditation
- Experience with grant writing
- Experience with donor relations
- Demonstrated ability to work with and lead diverse constituencies
- Demonstrated ability to manage difficult conversations with respect and compassion
- Ability to create consensus while managing change
- Ability to generate enthusiasm and excitement
The search is being assisted by Academic Search, Inc. To arrange a confidential conversation about this position, please contact the consultants conducting the search, Dr. Eric Richtmyer and Ms. Bethany Zecher Sutton, by email (eric.richtmyer@academicsearch.org and bethany.sutton@academicsearch.org) or by phone (202-332-4049). The position is open until filled, but only applications received by March 31, 2020 are assured full consideration. To apply, a candidate should submit a thoughtful letter of interest addressing the leadership agenda, the required qualifications and desired characteristics; a current, long-form resume or curriculum vitae (showing relevant administrative responsibilities and accomplishments); and the names, phone numbers and addresses of at least five professional references, with an indication of the candidate’s relationship to each reference. References will not be contacted until a later stage in the search, and only with the candidate’s foreknowledge.

Nominations and application materials are to be sent to: SpringfieldSWBS@academicsearch.org

Springfield College is committed to enhancing diversity and equality in education and employment.
ABOUT ACADEMIC SEARCH

Academic Search, Inc. is assisting Springfield College in this work. For more than four decades, Academic Search has offered executive search services exclusively to institutions of higher education. Academic Search was founded on the principle of strengthening higher education leadership through professional search services. We are the only search firm in the nation with a formal relationship to a premier leadership development program. As the subsidiary of the American Academic Leadership Institute (AALI), Academic Search provides substantial financial support to a number of leadership identification, development, and support programs across all sectors of public and private higher education. For more information, visit http://www.academicsearch.org/.