

SEARCH PROFILE:

CHAIR OF THE DEPARTMENT OF SOCIAL WORK



UND UNIVERSITY OF
NORTH DAKOTA

TABLE OF CONTENTS

ABOUT UND	3
THE POSITION	4
THE PREFERRED CANDIDATE	6
APPLICATIONS AND NOMINATIONS	7



ABOUT UND

Established in 1883, the University of North Dakota (UND) is the oldest research university in North Dakota. Founded with a strong liberal arts foundation, it is the state's flagship university and is classified by the Carnegie Foundation as having high research activity. UND offers degrees in more than 225 fields of study and enrolls more than 14,000 students. It is the home of the state's only School of Law and School of Medicine. The School of Medicine and Health Sciences has major initiatives in rural and public health, and Aerospace is home to one of the first and largest unmanned aerial vehicle programs in the world.

UND is located in Grand Forks, North Dakota, a vibrant college town of over 57,000 people located on the border of North Dakota and Minnesota. Short commutes, a great public-school system, high quality medical facilities, low crime, ample parks and theaters, and a cost of living below that found in large American cities are some of Grand Forks' advantages. Ranked as one of the top 5 Best Small College Towns, and America's Best Hockey Town, Grand Forks offers stellar quality of life without the metropolitan hassles.

STRATEGIC VISION

In January 2023, the University launched UND LEADS, a strategic vision for the future. The five pillars of Learning, Equity, Affinity, Discovery and Service will be UND's foundation for years to come.

MISSION

To provide exceptional educational experiences that enrich the lives of North Dakotans and the global community through excellence in teaching, innovative research and meaningful engagement.

VISION

To inspire a sense of wonder, a love of discovery and a commitment to serve.

For more information, visit [UND.edu](https://www.und.edu).



THE POSITION

CHAIR, DEPARTMENT OF SOCIAL WORK

The University of North Dakota is seeking candidates for the position of Chair of the Department of Social Work. The Chair reports directly to the Dean of the [College of Nursing and Professional Disciplines \(CNPD\)](#). Subject to approval by the University and State Board of Higher Education, this is a tenured position, and an appointment will be made at a rank consistent with experience and qualifications. Successful candidates will have qualifications consistent with the rank of Full or Associate Professor.

The CNPD seeks a dynamic and visionary leader who will build upon the department of social work's strengths to provide exceptional professional educational experiences, recruit and develop outstanding faculty, and promote faculty-driven scholarly and creative endeavors. The next chair will be a committed team player who is devoted to excellence and shared governance. The selected individual will be a consultative decision-maker and will work collaboratively with faculty, staff, students, and administrators. The Chair will have unquestioned integrity and exemplary interpersonal and communication skills.

The next chair will have an anticipated starting date by January 1, 2025.

THE OPPORTUNITY WITHIN THE DEPARTMENT OF SOCIAL WORK

The next Chair of the Department of Social Work at UND will be joining the University during a dynamic period. Under the leadership of President Andrew Armacost (who joined UND in 2020) and Provost Eric Carl Link (who joined UND in 2021), the campus is experiencing enrollment growth and major campus improvements with several buildings under construction and/or renovation currently. Significant investments in terms of research development in critical areas are propelling the University forward as the flagship research institution in the state of North Dakota. Meanwhile, the University's ongoing commitments to student success at both the undergraduate and graduate level continue to elevate the tradition of educational excellence at the institution.

Under the leadership of Dean Maridee Shogren (appointed in 2022), the incoming Chair will have the opportunity to build on the long-standing tradition of excellence within the department and to work alongside both internal and external partners to increase and enhance the mission of the department and the College.

THE POSITION (CONT.)

CNPD Social Work Notable Achievements

- The Department of Social Work is a nationally recognized leader in distance education, implementing the first online MSW Generalist program in 2009 and the BSSW in 2016. Both programs were successfully reaffirmed by CSWE in 2023.
- For more than thirty years, the department has been home to the Children & Family Services Training Center, the primary training agency for child welfare services in North Dakota.
- The Department of Social Work has a distinguished record of inter- and transdisciplinary collaborations with other UND departments/programs, local, tribal, state, and federal agencies in developing relevant knowledge and interventions aimed at resolving critical social problems and improving lives.

Enhancing access and opportunity for students and faculty through alumni and donor relations will be essential in the coming years as the University engages in robust capital campaigning and relationship building. The social work department is building student growth in their traditional and online programs and continues to strengthen the longstanding child welfare partnerships that will position them--and the department--for ongoing service to the state and the region.

An abbreviated list of the responsibilities associated with this position include:

- Represent the department and the profession to internal and external stakeholders
- Foster interaction and collaboration in the department
- Mentor and support faculty research and scholarly activity
- Engage with public and private human service agency partners and stakeholders
- Oversee curriculum, course scheduling, and faculty deployment
- Oversee coordination of student recruitment and admission to the department programs
- Evaluate enrollment and student credit hours, fiscal efficiency, and faculty needs to deliver program requirements
- Monitor accreditation status and needs as well as lead reaffirmation of accreditation accordingly
- Coordinate and conduct the evaluation process of faculty and any applicable staff
- Assist the faculty in seeking appropriate resources for professional development
- Manage the departmental salary and operating budget, special project budgets, and other department funds as designated
- Advise on and approve faculty-initiated grants and other externally funded projects as applicable
- Work with the dean and other college administrators to facilitate long-term planning and use of resources in the common interest
- Foster a collegial and welcoming culture in the department that promotes teamwork and recognizes the principles of shared governance





THE PREFERRED CANDIDATE

MINIMUM REQUIREMENTS

- CSWE approved MSW degree
- Doctoral degree in Social work or related field
- Ability to be licensed as a social worker in North Dakota within six months after hire
- At least three years of service in a social work educational administrative leadership role
- Successful completion of a Criminal History Background Check

PREFERRED QUALIFICATIONS

- Five years of professional academic leadership
- Two years post MSW social work practice experience outside of academia
- Teaching, research, or practice experience with Indigenous populations

- Experience with online teaching
- Interdisciplinary experience
- Experience in curriculum development and program accreditation
- A proven record of fund-raising, grant-writing, and/or community engagement

CORE COMPETENCIES & CHARACTERISTICS

- Excellent communication, interpersonal, and problem-solving skills
- Collegial and collaborative facilitation skills
- Demonstrated commitment to social work ethics and values, including ADEI principles



APPLICATIONS AND NOMINATIONS

UND is being assisted by Academic Search. Confidential discussions may be arranged by contacting Senior Consultant Dr. Pamela Balch at pam.balch@academicsearch.org. Please include a copy of the candidate's CV to inform the conversation.

Applications should include (in 2 separate attachments): 1) a detailed cover letter (up to three pages) addressing the applicant's background in relationship to the position qualifications outlined in this profile and 2) a full current curriculum vitae (CV). Inquiries, nominations, and applications should be sent to UNDChairSW@academicsearch.org. References will be requested later in the search.

When submitting a nomination, please include the nominee's full name, position, institution, and email address. This position is open until filled, but only applications received by Sunday, September 29, 2024, can be assured full consideration.

Additional University information may be found at UND.edu/careers.

EEO STATEMENT

UND is an equal opportunity / affirmative action employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity or national origin. Women, minorities, veterans and individuals with disabilities are encouraged to apply. Applicants will be invited to provide information regarding their gender, race and/or ethnicity, veteran's status and disability status during the application process. This information will remain confidential and separate from your application.

VETERANS PREFERENCE

Veterans claiming preference must submit all proof of eligibility by the closing date. Proof of eligibility includes a DD-214 or NGB 22 and, if claiming disabled status, a current letter of disability from the VA dated within the past 12 months.

CLERY STATEMENT

In compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, the University of North Dakota publishes an Annual Security and Fire Safety Report. The report includes the university's policies, procedures and programs concerning safety and security, as well as three years of crime statistics for our campus. Prospective employees are entitled to a copy of this report. The report and statistical data can be found online at UND.edu/annual-security-report. A paper copy of the report may also be requested from the UND Police Department located at 3851 Campus Road, Grand Forks, N.D. 58202.

CONFIDENTIALITY OF APPLICATION MATERIALS

Pursuant to NDCC 44-04-18.27, applications and any records related to the applications that identify an applicant are confidential, except records related to the finalists of the position, which are open to the public after the search committee has identified three or more finalists who will be invited to campus. Successful completion of a criminal history background check on the finalist is required.

Applicants must be legally authorized to work in the United States. Anyone needing assistance or accommodations during any part of the application or interview process should contact.

ABOUT ACADEMIC SEARCH

Academic Search is assisting University of North Dakota in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute.

