



## **Dean, College of Social Work Position Profile**

Florida State University (FSU) invites nominations, expressions of interest, and applications for the position of Dean in the College of Social Work. The University seeks a dynamic and passionate leader and scholar who will advance social work research and support the mission of the College in preparing professionals who will champion human well-being and social justice.

### **Florida State University**

As one of the nation's elite research universities, and one of the largest of the 12 institutions of higher learning in the State University System of Florida, FSU offers a distinctive academic environment built on its cherished values and unique heritage. With nearly 44,000 students, approximately 6,600 employees, and an operating budget of \$1.62 billion, FSU provides a welcoming campus environment on the oldest continuous site of higher education in Florida with a prime location in the heart of the state capital. U.S. News and World Report ranks Florida State University as #19 among all public universities in the nation, and the state of Florida's university system as #1 in the nation. Underlying the educational experience at FSU is the development of new generations of citizen leaders, based on the concepts inscribed in the University's seal: Vires, Artes, Mores — Strength, Skill, and Character.

Combining traditional strengths in the arts and humanities with internationally recognized leadership in the sciences, FSU provides unmatched opportunities for students and faculty through challenging academics, cultural discovery, and community interaction. FSU's 18 colleges and its Graduate School offer more than 276 undergraduate, graduate, doctoral, professional, and specialist degree programs, including medicine and law. The University awards over 3,000 graduate and professional degrees each year. With an impressive breadth of leading graduate, professional and undergraduate programs, FSU is a demanding, intellectually stimulating, yet warm and caring environment for students and faculty. Recognized nationally for its strong commitment to diversity, FSU is a national leader in the number of doctorates awarded to African American students and in the graduation rate of African American undergraduates. The College of Medicine and College of Law are ranked among the nation's Top 10 for Hispanic students. The University also has over 60 years of experience in international education and is a leader in the field of study-abroad programs, ranking 11<sup>th</sup> in the nation in providing students with extraordinary study-abroad experiences through its permanent study centers in London, Florence, Valencia, Panama City, Panama, and summer-specific programs in various locations around the world.

FSU's arts programs — performing and fine/visual arts, design, and education — rank among the finest in the world, offering an arts education comparable to leading conservatories. The creative writing program is home to the most consistently honored and published student body in the country. FSU also operates the Ringling Center for the Cultural Arts in Sarasota, which includes the John and Mable Ringling Museum of Art, the largest museum/university complex in the nation, and home to the FSU Center for the Performing Arts, which houses the Asolo Repertory Theatre.

Other programs consistently included in the top public university rankings include physics, chemistry, political science, psychology, criminology, public administration, library science, human sciences, business, education, social work, and law. At the Ph.D. level, interdisciplinary programs draw on notable research faculty strengths that transcend the traditional disciplines, including neuroscience, molecular biophysics, computational science, materials science, and research at the National High Magnetic Field Laboratory — home to the world’s most powerful magnets. More than 2,000 scientists from around the globe utilize the magnet lab each year to conduct their research.

Throughout its history, FSU has grown its academic organization and expanded from the original few acres and buildings to 384 buildings on 1,632 acres, including the downtown Tallahassee main campus of 485 acres, The Rez (FSU’s Lakefront Park & Outdoor Center), the Coastal and Marine Laboratory on the Gulf Coast, the FAMU-FSU College of Engineering facility, the National High Magnetic Field Laboratory and Division of Research at Innovation Park, and the campus in Panama City, Florida. FSU campuses study centers host international programs in Italy, England, Spain, and Panama.

FSU has received the Carnegie Foundation’s highest designation (Doctoral Universities: Very High Research Activity) and consistently ranks in the top 10 universities nationally in physical sciences grants awarded by the National Science Foundation. FSU also produces exceptional scholarship from highly ranked programs in the humanities and performing and fine/visual arts and each year attracts world-class exhibitions and performers to Tallahassee. FSU faculty includes members of the National Academy of Sciences, the National Academy of Engineering, the National Academy of Medicine, the National Academy of Inventors, and the American Academy of Arts & Sciences; Pulitzer Prize winners; Oscar winners; and Guggenheim, Fulbright, and National Endowment for the Humanities fellows. Six Nobel laureates have been associated with FSU.

Additional information about FSU, its history and programs can be found at <http://www.fsu.edu>.

## **New Leadership Team**

### ***President Richard McCullough***

Richard McCullough became the 16th president of Florida State University on Aug. 16, 2021, bringing more than 30 years of academic research and leadership experience to the role as well as a commitment to innovation, entrepreneurship, and diversity, equity and inclusion. McCullough is a serial entrepreneur successfully launching two companies.

Prior to joining FSU, McCullough had served as vice provost for research and professor of materials science and engineering at Harvard University since 2012. In this role, he oversaw the development, review and implementation of strategies, planning, and policies related to academic research. In addition, he led an office of Foundation and Corporate Engagement and assisted in the oversight of more than 25 interdisciplinary institutes and centers and oversaw entrepreneurship across the university.

Previously, McCullough spent 22 years at Carnegie Mellon University in Pittsburgh, where he began his academic career as an assistant professor of chemistry in 1990 and became the Thomas Lord Professor of Chemistry in 2009. He was promoted to head of the chemistry department in 1998 and then served as dean of the Mellon College of Science from 2001 to 2007 before becoming the university’s vice president for research.

A first-generation college student from Mesquite, Texas, McCullough attended Eastfield Community College before earning a bachelor's degree in chemistry from the University of Texas at Dallas in 1982 and a doctoral degree in organic chemistry from Johns Hopkins University in 1988. McCullough also spent two years as a postdoctoral fellow at Columbia University in New York.

### ***Provost and Executive Vice President for Academic Affairs James J. Clark***

James J. Clark became the Provost and Executive Vice President of Florida State University on January 3, 2022. He graduated from Siena College (B.A. 1980), the University of Kentucky College of Social Work (MSW 1983) and the University of Chicago (Ph.D. 1995). From 2015-2021 he served as Dean of the College of Social Work at Florida State University. Prior to that he served for three years as the Director of the School of Social Work at the University of Cincinnati, as well as Associate Director for Research and faculty member at the University of Kentucky from 1991-2012. Clark co-founded the UK Center on Trauma & Children, a nationally recognized clinical research center and has published in the areas of evidence-based behavioral health, forensic mental health, child and adolescent traumatic stress, criminal justice, ethics and accountability, and psychobiography and the study of lives. Dr. Clark also co-founded a private sector company that developed novel approaches for work with at-risk children and families.

During his term as a dean at FSU, Dr. Clark developed and enhanced research centers that have driven innovations in criminal justice, child and family assessment and interventions, university student resilience, and other translational science programming. His leadership is characterized by interdisciplinary team science, translational research, and community-based strategic partnerships.

### **Vice President for Research Stacey Patterson**

Dr. Stacey Patterson oversees FSU's research operation, which has more than \$320 million annually in expenditures and more than 50 prominent research centers and institutes.

Before joining FSU in October of 2022, Patterson spent 16 years in various positions in the University of Tennessee system. Starting in a joint role as a research scientist and a licensing associate, she ultimately rose through the ranks to be named the vice president for research, outreach, and economic development in 2017. Patterson earned her bachelor's degree from UT Knoxville in biological sciences, followed by a master's degree in environmental health science from East Tennessee State University and a doctorate in microbiology from UT Knoxville. Following her graduate work, Patterson spent three years in a postdoctoral fellowship at the University of South Florida. She has secured funding from NOAA, the U.S. Army, the National Science Foundation, the U.S. Department of Energy, the National Institutes of Health, and several private sector partners as a principal investigator and has been a contributor on several U.S. patents. Patterson is a co-founder of a Knoxville-based startup company.

At FSU, Patterson oversees the Office of the Vice President for Research, which employs 125 full-time staff and is home to multiple administrative units. The office also has direct oversight of five research centers: the Center for Advanced Power Systems, the Coastal and Marine Laboratory, the Florida Center for Reading Research, the High-Performance Materials Institute, and the National High Magnetic Field Laboratory.

### **Position Summary**

Reporting to the Provost and Executive Vice President for Academic Affairs, the Dean is the chief academic and administrative officer of the College of Social Work. The Dean engages and

works with a wide range of internal and external stakeholders and represents the College and the University in various professional settings and ceremonial contexts. The Dean also provides leadership for programmatic and university-wide accreditation and assessment efforts. The Dean is responsible for managing and overseeing the fiscal, human, and physical resources of the College. By effectively doing so, the Dean will ensure the proper stewardship of the means by which the College fulfills its mission of creating, teaching, learning, and serving with passion and intellectual rigor. In addition, the Dean develops new revenue streams and engages in fundraising activities to contribute to the College's ability to realize its mission.

The Dean is responsible for building upon the strong reputation of the College. As an academic leader and innovator, the Dean supports the exploration of new policies and procedures to ensure and improve the College's successful operations. The Dean is a leading voice on innovative instructional and educational programming, as well as exploring novel ways of supporting and increasing student and faculty creative activity, scholarship, and research. By working closely and collaboratively across all units, the Dean fosters a strong sense of unity and esprit-de-corps amongst the faculty and staff to not only attract and recruit the best individuals to the College, but also to retain and develop those therein.

The Dean is responsible for managing a \$25.9 M budget and providing leadership to 43 tenure-track, teaching and research faculty members as well as 74 staff members.

### **The College of Social Work**

The College of Social Work at Florida State University is dedicated to preparing the next generation of social work professionals through its Bachelor of Social Work (BSW), a Master of Social Work (MSW), and Doctorate in Philosophy (PhD) programs, research and outreach. The profession seeks to bring people together to enhance human well-being and promote social justice. The College's students and graduates join a tradition of excellence and a profession of dedicated practitioners, policymakers, and scholars.

What makes the College exceptional is the student body, one of the most diverse at FSU, who are dedicated to serving others. They bring to the College an enriching array of perspectives and life experiences, a key component for a compassionate and ethical social work professional.

These students ultimately join an alumni base made up of exceptional practitioners, leaders, and scholars. Graduates and their affiliated agencies/organizations across the state and around the world act as a powerful network of college supporters and mentors, and many offer valuable field education opportunities to launch the next generation of FSU social workers.

The emphasis on students' social work education and research means faculty and staff prioritize translational, impactful research alongside evidence-based, ethical practice. The College community is poised to continue to address the ever-changing challenges and needs of the populations it serves.

As one of the nation's leading institutions for social work education, FSU's College of Social Work continues a longstanding tradition of excellence and offers a variety of programs available on campus, online, and at satellite locations, tailored to meet students' specific needs.

BSW and MSW students gain experience in real-world social work settings before completing their programs through its Office of Field Education. The College also offers additional opportunities in international social work for its students through its international programs. The College provides financial assistance opportunities for its students and to connect them to

student resources within the College, Florida State University and professional social work settings and organizations.

In addition to its academic programs, the College, through the Office of Professional Development, offers students, alumni, and social work professionals access to information related to its certificate programs, continuing education, social work licensure and career advancement. This Office reflects the mission of the College to support social work practice and social policy development through its leadership. This Office seeks to provide a smoother path from student to professional by assisting with preparation for licensure and credentialing. Its goal is to enhance students' preparedness as they enter the field and to provide support for alumni who have successfully transitioned into the work force.

The College is committed to promoting diversity, equity, and inclusion as described by the Florida Board of Governors and recently created a new position to serve as the inaugural Assistant Dean. The College has created a strategic plan that outlines actions, goals and strategies that will result in becoming a more inclusive environment that welcomes and promotes the success people from all backgrounds. The College community is dedicated to cultivating a respectful and safe climate and maintaining an open and active civil discourse with all constituents..

The College is home to distinguished faculty doing high-impact research. Faculty members are prominent scientists, and fellows of the Society for Social Work and Research, Rhodes Scholars, the American Psychological Association, the National Academy of Medicine and are recognized with other national and international honorifics and awards. As an intellectual community, faculty members believe in a diverse approach to research, using a wide range of research methods to address the important social problems facing the communities they serve. Faculty view students as valuable partners that collaborate in research endeavors. They recognize that successful students ensure the continued success of the college. Students benefit from personal attention and easy access to administration, faculty, and staff.

Faculty members in the College actively participate in local service projects and volunteer consultation in their specific areas of specialty, including the City Initiative to End Homelessness, "Homeward Bound," Refuge House (services for battered women and their children), National Alliance on Mental Illness (NAMI), Big Bend Cares, OASIS Center for Women and Girls, Tallahassee Veterans Village, Big Bend Hospice, as well as international projects.

The College of Social Work requires a leader who can recruit and retain renowned scholar/researchers to advance the College's aspirational research goals. The new dean must be committed to research excellence, which will include providing ongoing support to researchers and facilitating new research endeavors. The College and its centers/institutes currently have successful research collaborations across FSU with the Colleges of Education, Engineering, Communication and Information, Medicine, and Social Sciences. These collaborations need to be supported, continued, and promoted, with additional collaborations encouraged.

In FY 2022, externally sponsored research awards to the College of Social Work totaled \$7,672,367 (\$1,952,316 from federal awards, \$3,963,345 from the State, and \$1,756,706 from other sources). The number of proposals submitted grew from 20 in FY 2018 to 39 in FY 2022, a 95% increase in 5 years while total awards increased by 57%. To support its research and outreach efforts, the College is home to:

### **The Center for the Study and Promotion of Communities, Families, and Children**

(FSU CFC Center) was created with support from the Stoops Family Foundation, Inc. to generate and sustain transformational knowledge development for effective policies, services, and usable research for the promotion of communities, families, and the children of Florida, the nation, and across the globe. The CFC Center has been designated by the U.S. Department of Health and Human Services (HHS), as a rural opioid technical assistance center (ROTA\_R) for eight states in the Southeast. The federal ROTA-R program is comprised of ten Regional Centers, with one located in each of the ten HHS regions. The CFC Center ROTA-R team is facilitating the identification of model programs, developing, and updating materials related to the prevention, harm reduction, treatment, and recovery activities for opioid use disorder (OUD) and ensuring that high-quality training on OUD is provided.

### **Florida Institute for Child Welfare**

In 2014, the Florida legislature established the Florida Institute for Child Welfare under legislative mandate, Section 1004.615, Florida Statutes. The Institute devised a strategic plan to align with the statute and established a mission to promote safety, permanency planning, and well-being among the children and families of Florida that are involved with the child welfare system. In 2021, the Institute received an appropriation of \$10 million in recurring funding from the state budget to execute its mission and additional legislative mandates.

### **Institute for Family Violence Studies**

The Institute was established with a gift from Howell Ferguson in the mid-1990s. Since the establishment of the Institute until her retirement in early 2006, the Founding Director, Sharon Maxwell Ferguson, worked on developing lasting relationships with several state, federal and private entities. The goal of the Institute is to be a national resource for trauma-informed services to improve safety, resilience, and well-being for individuals and families. Through a combination of extramural funding and a robust auxiliary enterprise that generates revenue from training assets, the center has experienced significant growth in personnel and productivity over the past five (5) years.

### **Institute for Justice Research and Development (IJRD)**

IJRD is home to a team of passionate innovators and social scientists. Through creativity and research, they are re-envisioning a country with a dramatically reduced need for the criminal justice system. The Institute identifies high-impact leverage points throughout the criminal justice system to infuse innovations, maximize impact and generate lasting change. IJRD focuses on human potential because when people can thrive, the natural extension is healing, a sense of belonging, and increased interdependence and connection, which improves the lives of individuals, local communities, and the nation.

### **FSU Multidisciplinary Center (MDC)**

The Center was established in 1983 through a grant through the Florida Department of Education, Bureau of Exceptional Educational and Student Services (BEESS). It is part of a network of six state funded, regional FDLRS Multidisciplinary Educational Services Centers in Florida that provide a range of services including diagnostic evaluation and consultation services for children and youth identified as having complex medical, educational, emotional, and/or behavioral problems, as well as consultation, pre-service and in-service training for parents, teachers, other school and district personnel, and related providers and professionals. The MDC offers an APA Accredited Psychology Internship as well as other training placements. The MDC's work was recently recognized by the Florida Legislature with an enhanced appropriation (\$450,000 increased to \$1,450,000) for its mission.

### Maura's Voice Research Fund

The Maura's Voice Research Fund was established by Maura's parents, Jeff and Margaret Binkley, in memory of Maura Binkley, a young woman who dedicated her life to serving others. Maura was a senior at FSU who planned to continue the course of her generous life by participating after graduation in the Fulbright Scholarship program or Teach for America. Maura's Voice Research Fund (Maura's Voice) serves to realize the vision of deepening the scientific understanding of and effective responses to the epidemic of gun violence and violent misogyny in America. Maura's Voice champions a unique and robust focus on researching and responding to the complex causes and effects of firearm violence. The Fund develops knowledge for and tests innovative approaches to forensic evaluation, management, treatment, and prevention strategies, as well as sound policy development and implementation.

### Opportunities and Challenges

Below are some of the key opportunities and challenges for the next Dean:

**Student Success** – The new Dean will work closely with students, faculty, and staff to foster an environment that is supportive and encouraging of the personal and professional growth of undergraduate and graduate students, postdoctoral scholars, and alumni.

**Visionary and Inclusive Leadership** – The Dean will provide leadership in developing a shared vision for the College and strategically manage the College's intellectual, fiscal, and human resources. The Dean will promote shared governance and foster a strong sense of community among faculty, professional staff, students, faculty, and other constituents. The Dean will partner with students, staff, and faculty to create and promote initiatives that welcome persons from all backgrounds and enhance human well-being.

**Emboldened Research** – The Dean will inherit an organization that is poised to build upon existing strengths and prepared to identify new areas for enhancing academic and research collaborations within the University. The new Dean will have an opportunity to build upon the College's infrastructure and resources to ensure the optimization and alignment of knowledge, technical expertise, tools and processes to advance research efforts of the College's faculty.

**Community Engagement & Outreach** – The next Dean will have the opportunity to build upon existing partnerships with local, community, and statewide stakeholders and identify and develop new partners. This will include expanding opportunities for experiential learning, internships, and job placement.

**Expanding Funding Opportunities** – The new Dean will take an active and strategic approach to fundraising for the College, including developing new revenue streams and increasing philanthropic support. The University is preparing to launch a major capital campaign and the new Dean must be prepared to play a key role on behalf of the College.

**Faculty Recruitment and Development** – The Dean will partner with the Provost and Executive Vice President for Academic Affairs, Center/Institute Directors, and faculty members at all levels to strengthen faculty recruitment, development, and retention. By employing a collegial, transparent, and collaborative leadership style, the Dean will contribute significantly toward fostering an environment that continues to attract world-class scholars and researchers as well as practitioners and support their professional growth.

**Staff Professional Development and Retention** – The Dean will sustain a positive and collegial work environment to maintain high staff morale, ensure the recruitment of

accomplished and diverse staff members, and support professional growth conducive to staff retention.

**FSU Health-Related Initiatives** – FSU has several health-related initiatives including FSU Health, which has recently received a \$125 million appropriation from the State to build an academic health center. The new Dean has the opportunity to engage the College in this new effort which is in its infancy, as well as other initiatives to benefit the College and, its institutes and centers.

### **Qualities and Characteristics**

The next Dean will demonstrate excellent interpersonal and collaborative skills and the ability to communicate effectively with, and perform as an active part of, an integrated academic leadership team. The successful candidate must have:

- An understanding of current issues and new directions in social and behavioral research, social welfare, and social work education, and an ability to translate them to strengthen academic programs and services.
- A commitment to work closely with students, supporting student learning and success, and addressing issues with care and compassion.
- Excellent communication and interpersonal skills, including the ability to quickly establish trust and rapport, build consensus, promote collaboration, and facilitate teamwork.
- An understanding of and commitment to supporting the existing field database to ensure students and field faculty have the resources needed to complete their practicums and/or do their jobs effectively.
- A track record for valuing and advancing, inclusion, fairness, and accessibility to achieve institutional goals with a commitment to attracting, hiring, and promoting faculty and staff from all backgrounds.
- An energetic, innovative, and entrepreneurial spirit.
- A deep appreciation for the profession of social work and its related scholarship and practice and the ability to inspire students to live fulfilling lives and make a difference in their profession and practice.
- Demonstrated successful business and organizational/management skills and outcomes.
- Experience in strategic planning, academic program development, fiscal and academic planning, resource management, program development and problem solving.
- Experience promoting collaboration with health-related colleges, departments, and centers; and externally, with the larger community and beyond.
- An understanding of the current political landscape in the State of Florida and a willingness to seize the opportunity of the College's location in Tallahassee to advance the best interests of students and faculty and positively influence policy at the local and state levels.
- A willingness to learn and listen, be accessible and visible to the College community, and have an open door policy.
- Proven fundraising experience and ability to work well with alumni, donors, funding agencies, and community partners.
- An appreciation of faculty governance with union experience (preferred).
- The ability to enlist others, delegate, promote teamwork, and mentor faculty and staff – at all levels.
- Courage and willingness to take risks that advance the College



## **Qualifications**

The successful candidate will possess national distinction as a scholar, researcher/practitioner, and educator with the accomplishments expected for appointment as a tenured full professor at FSU. The next Dean must also exhibit substantial administrative leadership experience at a research (R-1) university or comparable setting. In particular, the most competitive candidates will have:

- An earned doctorate or other terminal degree from an accredited university and a distinguished research record in their academic discipline;
- Extensive scholarly interest, and understanding of and commitment to promoting the full spectrum of research, including that conducted by undergraduate, graduate, and professional students, interdisciplinary research, and creative work;
- The ability to represent and strongly advocate for the College's research mission to a variety of constituencies, external and internal, including funding agencies;
- The ability to create and lead faculty development programs;
- Professional experience in administration; knowledge of and experience with budget management, research funding issues, policies, allocation of resources, and other business skills
- The ability to delegate, manage people effectively, foster the professional development of staff, and make sound decisions regarding personnel;
- A demonstrated history of leading and managing positive change in a complex organization;
- The ability to build effective teams for interdisciplinary research;
- The ability to build and sustain collaborative partnerships within FSU and with business, industry, philanthropic organizations, state agencies, and other universities;
- Experience in building relationships and developing partnerships – regionally, nationally, and internationally.
- Ability to effectively work with other deans and FSU upper leadership on behalf of the College.

## **Application and Nomination Process**

The Search Committee will begin reviewing applications immediately and will continue to accept applications and nominations until the position is filled. Applications should include a current curriculum vitae and a letter of interest describing relevant experience and interest in the position. Submission of materials via email is strongly encouraged. Nomination letters should include the name and contact information of the nominee.

In accordance with the State of Florida's open records laws, all nominations, applications, and letters of interest will be made public. Application materials should be submitted to:



**Alberto Pimentel**, Managing Partner  
**Emy Cruz**, Partner

SP&A Executive Search  
6512 Painter Avenue, Whittier, CA 90601  
Email: [apsearch@spaexec.com](mailto:apsearch@spaexec.com)  
Refer to code "**FSU-DCSW**" in the subject line

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[http://www.hr.fsu.edu/PDF/Publications/diversity/EEO\\_Statement.pdf](http://www.hr.fsu.edu/PDF/Publications/diversity/EEO_Statement.pdf)