

Leaders

INTERNATIONAL

Executive Search



Dean, School of Social Work





The University

We respectfully acknowledge the territory in which we gather as the ancestral homelands of the Beothuk, and the island of Newfoundland as the ancestral homelands of the Mi'kmaq and Beothuk. We would also like to recognize the Inuit of Nunatsiavut and NunatuKavut and the Innu of Nitassinan, and their ancestors, as the original people of Labrador. We strive for respectful relationships with all the peoples of this province as we search for collective healing and true reconciliation and honour this beautiful land together

Established in 1925 as a memorial to the Newfoundlanders who lost their lives on active service during the First World War and subsequent conflicts, Memorial University draws inspiration from these sacrifices, and others of the past, to help build a better future for their province, country, and the world. The university strives for respectful relationships with all the peoples of this province as they search for collective healing and true reconciliation to honour this beautiful land.

Since its establishment, Memorial University has been dedicated and committed to the diversity and inclusivity that is reflected in its mission, code, and values. Operating on the principle that different backgrounds and views are critical to excellence in personal development, academic achievement, and societal change, Memorial is embracing a new federal pilot program to make university research more inclusive. “Dimensions: Equity, Diversity and Inclusion Canada” is inspired by the United Kingdom’s internationally recognized Athena SWAN program. Memorial University has also adopted a new policy that will significantly change how research involving Indigenous Peoples is conducted. [The Policy on Research Impacting Indigenous Groups](#) sets out to make scholarship involving Indigenous groups, cultures or lands more inclusive, responsive and reciprocal than previously required, and encourages relationship-building at every step of the research process.



The University

Across Memorial's campuses and in other locations, more than 18,000 students and 3,850 faculty and staff from more than 100 countries learn, teach, research, create and engage. Memorial has teaching and learning facilities across Newfoundland and Labrador, and abroad; offering a variety of programs through its 14 faculties and schools as well as more than 450 online courses giving students different choices of where to learn. With areas of study including business administration, social work, engineering and applied science, education, humanities and social sciences, nursing, human kinetics and recreation, medicine, music, pharmacy, and science, Memorial offers certificate, diploma, undergraduate, graduate and postgraduate programs across five campuses and online.

A global network of more than 90,000 accomplished alumni throughout the world strengthens Memorial's capacity and reputation for leadership in research, teaching and public engagement.

For more information about Memorial, [visit www.mun.ca/main/about](http://www.mun.ca/main/about).



The School of Social Work

Memorial's School of Social Work, home to 19 full-time faculty members and 11 staff, offers two BSW programs (a four-year program and a second-degree program), as well as MSW and PhD programs, to approximately 300 students. The school's teaching and learning environment includes experienced faculty who employ a variety of teaching and learning approaches to educate students in social work praxis.

Vision Statement

Strengthening human relationships and promoting social justice through academic excellence.

Mission Statement

To promote social justice by providing social work education, conducting scholarly inquiry, disseminating knowledge and contributing to public policy and practice thereby addressing the needs and aspirations of the local and global communities with whom we collaborate and interact.

The core of the school's mission is to meet the needs of the province, by preparing students to practice the profession, and contribute to the body of knowledge of the profession nationally and internationally. This includes the responsibility to resist and eradicate unjust policies and practices of anti-Black and anti-Indigenous racism. In 2019, the school established the Visiting Indigenous Elders Program in partnership with Memorial's Indigenous Resource Office. Through this unique program, an Elder on campus helps foster racially and culturally affirming learning environments for Indigenous and non-Indigenous students, faculty and all members of the university community. In 2020, the school also published an Anti-Black Racism Statement that can be found [here](#).

The School of Social Work

The Faculty prides itself on fostering a very collaborative and lively environment for researchers and students and encourages interfaculty partnerships. As Newfoundland and Labrador's only provider of social work education, the faculty has a vast and well-established network with communities, governments, and research groups nationally and internationally. As a trusted contributor to the province, the school successfully leads an increasing number of impactful, community-engaged research projects and collaborations with other institutions. This includes faculty and student exchanges and recent partnerships with Nunavut Arctic College, the University of Ghana, the Innu Nation of Labrador, and the Doha Institute for Graduate Studies, Al-Daayen, Qatar.

The School of Social Work is also known for its efforts to integrate teaching, research, and community service/public engagement with recognition of these efforts being published in scholarly literature. Social workers who graduate from the program excel in their professions and are highly sought after because of their reflexive and community-minded approach.

To learn more about the school's faculty and research, visit www.mun.ca/socialwork.

Undergraduate Programs

Students enrolled in the full-time BSW program acquire a broad range of skills and knowledge in a variety of areas, including advocacy, community development, human rights, social justice, assessment, counselling, case management, social theory, public policy and research. The implementation of the program encourages students to think critically and creatively.

The robust field education program allows each student two practicum experiences. This approach ensures graduates are prepared to work in a wide-range of social work settings, including community-based, not-for profit agencies as well as government agencies and institutions.

Research and Graduate Programs

The school's unique hybrid (distance-live) teaching models of service delivery attracts a number of applicants to our graduate programs, allowing the selection of strong cohorts of students. Faculty and students are engaged in critical theories and socially engaged community-based practice, research and scholarship. Examples include community service learning, critical social policy, 2SLGBTQIA+ studies, critical gerontology, child welfare, community-engaged research and knowledge mobilization, policing and forensic social work, mad studies, settlement and integration, anti-colonialism, anti-Black racism and decolonization.



The School of Social Work

Research and Graduate Programs (cont.)

The master's program in the School of Social Work offers thesis and course options. Students are supported and encouraged to explore and embrace creative approaches to critical thinking and ways to transfer critical theories into practice. The MSW is offered on a part-time and full-time basis; part-time students complete their degree within two to three years and full-time students earn their degree in one year.

Memorial's PhD program in social work, the only PhD social work program in Atlantic Canada, delivers regionally, nationally and globally relevant, accessible, advanced, and specialized education in social work. The program is research-based, and students produce significant, high-level, academically rigorous scholarship. The program includes two streams: (1) advanced social work practice and (2) social work education. Both programs emphasize the commitment social workers have to people and communities, whilst underscoring social justice. For more information on the School of Social Work and its programs, visit: www.mun.ca/socialwork.

The Opportunity Dean of Social Work

Memorial University of Newfoundland (Memorial) seeks expressions of interest and nominations for the position of dean, School of Social Work. Since its inception in 1963, the School of Social Work has grown to become the largest program east of Montréal. As the only school with an accredited university-based program in Newfoundland and Labrador, the School of Social Work plays an important role in preparing graduates for practice within and outside Newfoundland and Labrador. Given its many distinctions, the school is well-positioned to build upon its good reputation, and the new dean – who will build a synergistic and supportive community of scholars, staff and students – will draw on their experience as a proven leader to realize the current and future goals of the school.

Reporting to the provost and vice-president (Academic), the dean is a member of the university's academic leadership team and is responsible for the overall leadership and management of the School of Social Work.

The dean of Social Work will oversee the school's teaching and learning environment and will work collaboratively with faculty and staff to provide students with a high-quality educational experience. As the social work program at Memorial is the only one of its kind in the province, the successful candidate will continue to position the school as a highly sought-after learning and teaching destination for individuals locally, nationally and globally. The dean will actively seek out ways to understand the rich, complex and multidimensional cultures of the province, provide a strong leadership voice for social justice, equity, inclusion and diversity, and proactively connect social work scholars to the province's unique history.

The School of Social Work's faculty complement is made up of a distinguished professoriate with a range of research interests. The dean will continue to recruit outstanding faculty members who motivate and encourage students to perform at a high academic standard. Inter-professional approaches to program delivery, and interdisciplinary and community engagement scholarship have expanded the scope of learning, teaching and research in the school. The successful candidate will work with a range of administrators and academics across the university to promote a culture of interdisciplinarity both within the school and in collaboration with the external community.

The successful candidate will play a central role in the accreditation processes to ensure that the school's academic programs meet the standards of the profession. The BSW and MSW programs are accredited by the Canadian Association for Social Work Education (CASWE). The dean will facilitate the accreditation process and the program review process when necessary, to maintain the standard of programming offered by the school. Currently, the School of Social Work has been accredited for 8 years, a testament to the quality of education offered at Memorial University.

The Opportunity Dean of Social Work

The successful candidate will work with the vice-president (research) to advance Memorial's research agenda and further the research priorities of the School of Social Work. There is a range of inquiry and community-based research present in Memorial's School of Social Work, and the successful candidate will play a role in demonstrating how this research contributes to the development of the province's urban and rural communities, and communities outside of Newfoundland and Labrador.

The successful candidate will work in cooperation with the president, vice-presidents, other deans, and directors to advance academic planning that aligns with the university's strategic planning objectives; such planning will enhance the university's profile and will, in turn, guide the School of Social Work to a greater degree of prominence in the country. The School of Social Work has established very strong relationships with a wide range of communities, agencies, organizations and government bodies. As an example, the School of Social Work in partnership with the Nunatsiavut Government and the Labrador Institute has responded to the request of the Labrador Inuit for social work education and professional social workers. The dean will continue to develop these existing relations while cultivating new partnerships. The new dean will promote the school's activities, engagements, and its various partnerships with the entire university community.

The dean's external role will also extend to fundraising and development, fostering relationships with alumni, community partners and government in an effort to identify additional and/or alternate sources of revenue.

In addition to building relationships and partnerships within the university, the dean of the School of Social Work will lend a compelling voice to challenge and address social work concerns in Newfoundland and Labrador and across Canada. The dean will cultivate academic and professional excellence within the school and maintain a high level of engagement with key social work organizations, including the Newfoundland and Labrador College of Social Workers (NLCSW), the Canadian Association of Social Workers (CASW), and the Canadian Association for Social Work Education (CASWE). The dean will work with faculty, staff and students to enable the School of Social Work to become a world-class leader in social work education, developing the school's research output and teaching excellence while maintaining local contact with the social work community and its constituents.



Candidate Qualifications

While the search committee recognizes that no one individual possesses all below noted qualifications in equal measure, they will be used in considering candidates' suitability for the role:

- A PhD with prior education in Social Work (MSW preferred), experience working in an academic environment, and a scholarly record consistent with a tenured appointment at the rank of professor or associate professor. A PhD in Social Work is an asset;
- Clear philosophies on how best to manage the multiple demands of several constituencies, and a demonstrated ability to create an outstanding community of students, faculty, and staff who will actively support their ambitious goals for the school;
- A demonstrated ability to develop a strong sense of vision and direction for the School of Social Work using a combination of:
 - o Expertise garnered from previous line management experience so that decisions that come from the dean's office are well reasoned and well founded;
 - o Implementation of equity, inclusion and fairness principles and approaches when dealing with staff, student and faculty requests and concerns;
 - o Active listening and collaborative consultation approaches so that faculty members, staff and students feel that their views are understood, respected and acted upon by the dean; and
 - o Engagement of university and community stakeholders; and transparency within the unit and a commitment to developing an open and collegial environment.

Candidate Qualifications

- A clear understanding of accreditation processes and compliance, and the aptitude for strengthening the quality of teaching, research, professional scholarship, interdisciplinary, and inter-professional education; community engagement scholarship and pedagogy;
- An appreciation for the importance of interdisciplinarity within the School of Social Work, in terms of its teaching, community/ public engagement, research and scholarship, and an understanding of the importance of interdisciplinarity within the field of social work as a whole;
- A collaborative and participatory leadership and management style, balanced by an ability to make decisions and explain them, while interacting with individuals in a manner that is respectful, trustworthy, inclusive and transparent;
- Demonstrated leadership in managing conflicts and tensions;
- Modelling, facilitating and helping to create an abuse- and violent-free environment;
- A willingness to collaborate and manage in unionized environments, working with the Memorial University Faculty Association, Faculty Relations, and staff;
- The ability to advocate on behalf of the School of Social Work and be a strong and respected voice amid other schools and throughout Memorial; a passion for making social work education and scholarship accessible to a broader and more diverse range of students, including but not limited to racialized, disabled, Indigenous, and students that identify as members of the 2SLGBTQIA+ community;
- The ability to work with faculty members and staff to create an exceptional student experience that engenders student success;
- Demonstrated success in administrative leadership roles;
- Productivity in teaching, research, scholarship, community engagement and service;
- The ability to effectively manage the operating budget, ensuring the various components of the school are appropriately supported;
- The ability to play a significant role in fundraising and external relations, to stimulate the growth of the school, while developing and sustaining strong partnerships with the various agencies, communities, organizations and governments that form part of the local, national and global social work community;
- An appreciation for the importance of educating new faculty members and researchers about the role of the dean, providing effective mentorship to untenured faculty and to senior faculty as a means of leadership development; and
- A collaborative style in working with decanal colleagues and vice-presidents, always keeping in view the goals of Memorial as a whole.



The City St. John's

St. John's is the province's historic capital and the largest city in Newfoundland and Labrador. It perfectly combines tradition with sophistication and is a safe, cosmopolitan city with an increasing racial and cultural diversity. St. John's has 30 Indigenous community and government organizations, all of which contribute to the highest growth rate of Indigenous peoples than any other urban centre in the country.

The landscape of Newfoundland and Labrador is as vast as it is varied. The province is home to Arctic tundra, mountain ranges, boreal forests and rugged coastlines. Its proximity to the Atlantic Ocean heavily influences the climate. It can be windy, rainy or foggy in St. John's on any given day—but that can change quickly to blue skies and sunshine. Winters are generally mild, with sometimes cool and brisk temperatures, but are great for your favourite outdoor activities. The options are endless, from exploring the province's rich history at The Rooms or at Quidi Vidi, to taking in art and plays in one of many galleries and theatres, to skiing or jogging the trails in Pippy Park, the province has it all.

By plane, St. John's is approximately three hours from Toronto, three hours from New York, and five hours from London, England; making it a hub for activity and travel.

For more information about St. John's, please visit www.stjohns.ca, www.downtownstjohns.com, and www.newfoundlandlabrador.com.



To Apply

Memorial University is committed to employment equity and diversity and encourages applications from all qualified candidates, including women, people of any sexual orientation, gender identity, or gender expression; Indigenous peoples; racialized people; and people with disabilities. All qualified candidates are encouraged to apply; however, preference will be given to applicants who are legally entitled to work in Canada.

The search committee will begin consideration of candidates on **February 22nd, 2021** and until the position is filled.

This is an exciting leadership role that offers the opportunity to become immersed in a very unique and collaborative academic environment. For more details, please contact:

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Applications (a PDF Cover Letter and Resume) and nominations should be submitted, in confidence, to **Leaders International**.