



**George Warren Brown School of Social Work  
Dean, Position Description**

Washington University in St. Louis seeks nominations for and expressions of interest in the position of dean of the George Warren Brown School of Social Work.

Perennially ranked as the first or second leading school of social work in the nation, the Brown School's mission is to engage multidisciplinary faculty, staff, and students to train the next generation of social work professionals, engage in pathbreaking research, and create a better and more equitable society. The School recently released its 10-year strategic plan, [Driving Equity 2030](#), which prioritizes rigorous science, transformative educational programs, and mutually beneficial partnerships aimed at advancing social, economic, health, environmental and racial justice in the St. Louis region, the nation, and around the world. A key priority of the plan is to eliminate loans and increase scholarships to meet full financial need for all graduate students throughout their education.

The dean will carry forward the ambitions of the strategic plan, complemented by their own creative vision, to further the School's preeminence in interdisciplinary research and education in social work and social policy. The dean is the chief academic and administrative officer of the school and will have executive responsibility for all efforts to advance the educational goals of the school, foster the excellence of its research endeavors, propel its relevance in the wider community, and secure new resources. The dean reports to the provost and serves as a member of the University Council, an advisory board to the chancellor.

The successful candidate will be an intellectually curious, creative, and collaborative leader who values and creates the opportunity for work across disciplines to catalyze positive social change and impact. A successful record as a leader should include experience in curricular innovation, building and maintaining community partnerships, professional training, financial management, enhancing the ability of faculty to obtain research funding, and raising funds from the School's ardent supporters to finance operations and student scholarship. Candidates must have an international reputation for their scholarship; have a strong team focus; be able to recruit and nurture excellence in the school's faculty, staff, and students; and be able to inspire stakeholders, participants, and collaborating organizations to ensure outcomes that address social and economic justice.

**The George Warren Brown School of Social Work**

The George Warren [Brown School](#) of Social Work is a world-leader in the creation and application of research in social work, social policy, and public health locally, nationally, and internationally. The faculty, staff, students, and graduates seek to transform communities and social service systems through evidence-based approaches to interventions, quality improvement, and organizational change. The School is recognized as a center of growth and innovation offering graduate degrees in social work, social policy, public health and many joint and interdisciplinary degree programs with Washington University's Schools of Arts & Sciences, Business, Design and Visual Arts, Engineering, Law, and Medicine. The Brown School also fulfills its mission to pioneer research and apply those results through the work of many [research centers](#) and cross-university initiatives.

The next dean will join the school at a time of considerable momentum—after much expansion of space and growth in faculty and programming. It is also a time of considerable transformation as the public

health program, nurtured within the School over the past decade and already ranked among the top 20 public health programs nationally, will grow over the next few years into an independent school in the University, while fostering team science and continuing to benefit from interdisciplinary connections with the faculty of the Brown School.

The Brown School currently has 48 tenured and tenure-track faculty members, 48 full-time research, teaching, and practice faculty, 174 staff members, 401 master's students, 65 doctoral students, 88 joint master's degree students, 9 post-doctoral fellows, and more than 2,300 professional development participants. The school's FY23 budget is approximately \$58.2 million and the current combined market value of the endowments is \$260.8 million. For more information on the Brown School, see <http://brownschool.wustl.edu/>

### **The Position**

The dean has overall responsibility for the George Warren Brown School of Social Work. The dean will build upon the School's standing by fostering the national and international visibility of its educational programs, catalyzing research productivity, and helping all constituencies engage in the pursuit of economic and social justice through the mutual endeavors of education, evidence-based practice, and policy creation and implementation. The dean must be cognizant of the leading and emerging fields of inquiry and practice in the disciplines of social work and social policy. The dean will work closely with the provost and other University officers to create a structure for a new School of Public Health that will build upon close connections with faculty, staff, and students in social work.

The dean has responsibilities in the following areas:

- **Strategic Leadership:** work collaboratively with all stakeholders to help articulate and sustain a vision of excellence;
- **Academic Innovation and Quality:** ensure outstanding graduate and professional programs that attract exceptional students and prepare them for impactful careers for the public good; nurture continued success and growth in transdisciplinary degree programs;
- **Scholarship and Faculty Development:** promote rigorous evidence-based inquiry and excellence in research and teaching by recruiting and nurturing a diverse and vibrant faculty; maintain and improve infrastructure to help faculty obtain funding for their research;
- **External Relations and Fundraising:** communicate the school's strengths, build ties with alumni, the community, foundations, and corporations, and successfully raise funds;
- **Management:** manage the school's resources, both personnel and financial, to achieve the school's mission; establish effective staff support for research and teaching, including excellent administration of external funding; help to create a supportive and productive working environment for an extensive support staff;
- **University Relations:** strengthen ties and increase collaboration with other schools and units at the University;
- **Community Engagement:** enhance the already strong, mutually productive partnerships with community leaders and organizations;
- **Global Reach:** build upon the School's success in addressing key issues affecting human welfare around the world with innovative and international research and education programs;
- **Culture of Inclusion, Communication, and Respect:** expand social diversity and enhance the School's commitment to creating an environment in which diverse faculty, staff, and students relate to each other with respect and kindness.

## Qualifications

Competitive candidates will have the following professional qualifications and personal characteristics:

- **Academic Stature:**  
Distinguished academic accomplishments, commensurate with appointment at the rank of professor and appropriate to the leadership of a school with a tradition of excellence in research, teaching, and service in the interests of economic and social justice;
- **Academic Leadership:**  
Proven ability in and a strong commitment to fostering the continued excellence of the educational and research programs of the university and the school; respect for the dedication of an outstanding faculty;
- **Educational Calling:**  
A commitment to the success of our students, through excellence and innovation in teaching and scholarship, and enhanced professional opportunities;
- **Fundraising Skill:**  
Experience in development and the willingness to serve as the lead fundraiser, engaging others on behalf of the school;
- **Management Experience:**  
Experience with the management of complex organizational structures with multi-faceted strategies, and especially the ability to work effectively with diverse groups of people, the capacity to listen, and the ability to gain trust and inspire others to further the school's mission and programs;
- **Financial Skill:**  
Substantial skill and experience in financial management;
- **Effective Communication:**  
Accessibility and the ability to communicate effectively with faculty, senior administrators, staff, students, alumni, national council members, trustees, donors, and other constituents;
- **Entrepreneurial Spirit and Vision:**  
A keen eye for and a readiness to invest in opportunities at the forefront of the intersection of social work and social policy that will benefit the overall performance of the School, the University, and the world.

## The University

Washington University in St. Louis is a global leader in research and education with approximately 17,000 full-time students—8184 undergraduate and 8912 graduate/professional students, 4,320 full- and part-time faculty members, and more than \$800 million in annual research expenditures. Founded in 1853, the University is an independent Research 1 institution. The University's undergraduate program is currently ranked 15<sup>th</sup> overall (and 11<sup>th</sup> in student selectivity) by U.S. News and World Report and the School of Medicine is ranked tenth nationally in NIH funding. Washington University attracts students and faculty from all 50 states and more than 100 countries; it offers more than 60 programs leading to bachelors, masters, doctoral, and professional degrees. The University's endowment stands currently at \$15.3 billion, coming off an unprecedented 65% gain in the prior fiscal year.

The University is organized into seven academic units: the Brown School of Social Work, the McKelvey School of Engineering, the School of Medicine, the Olin Business School, the Sam Fox School of Design & Visual Arts, the School of Law, and Arts & Sciences. With the inauguration of Chancellor Andrew Martin in 2019, the University has already acted on its [WashU Pledge](#) to the Missouri-Illinois region by committing resources to provide educational access for students regardless of background, to provide affordable and

just healthcare through the BJC Healthcare System, and to commit to supporting diversity, equity and inclusion through many prominent initiatives including the founding of the [Center for the Study of Race, Ethnicity and Equity](#).

The University has recently completed a strategic plan for the next decade, [Hear and Next](#). Provost Beverly Wendland led the development of the plan through a process that included 18 months of listening, outreach, and work sessions—incorporating feedback from thousands of students, faculty, staff, alumni, and community partners. The plan seeks to establish the University and its home, St. Louis, as a global hub for transformative solutions. Among the plan’s key initiatives are:

- **SCHOOL OF PUBLIC HEALTH**

The university will address threats to public health and well-being with a new school dedicated to driving equitable, evidence-based, scalable solutions that can be deployed here in St. Louis, as well as globally. It will also train the next leaders in the field to be innovative and nimble.

- **INSTITUTE FOR DIGITAL TRANSFORMATION**

From biomedical science to the humanities, the world uses cutting-edge computational tools to advance discovery and solutions. WashU’s Institute for Digital Transformation will convene and expand the activities of both faculty and students working in digital domains and assist in leveraging solutions to address a wide range of issues, including artificial intelligence and human interaction, computational-assisted therapeutic approaches, social sciences and even agriculture.

- **CENTER FOR THE ENVIRONMENT**

WashU has deep research strength in fields important to the study of the environment and climate change, including biodiversity and aerosols. Convening these areas of excellence along with WashU’s commitment to environmental justice will form a more collaborative, cohesive effort to advance its strengths to mitigate the devastating effects of climate change. While the center will allow WashU researchers to further pursue emergent environmental research, it will also expand community partnerships and support interdisciplinary educational initiatives.

- **ST. LOUIS TEACHING AND RESEARCH**

WashU will become the leading model for how a university can partner with and support local communities and, in the process, will help to build a more vibrant, equitable future for the St. Louis region. Working with existing community groups and institutional partners, WashU will aim to be a conduit for collaborative, engaged teaching, learning and research that supports increased opportunity and advancement for everyone.

- **GLOBAL PRESENCE**

WashU is a global university. Our community is composed of people from around the world, and the impact of our work is felt far beyond our walls. Over the next decade, we will prioritize deep, meaningful engagement in strategically chosen regions around the globe. A targeted, regional focus on matters of global importance will allow us to concentrate our efforts more effectively and create greater impact.

Beginning in October 2022, the University is starting to lay the foundation for implementing the strategic plan. [Stakeholder committees](#) are being formed to shepherd forward each priority.

### **The City**

Greater St. Louis is the 21st-largest metropolitan area in the United States with a population of approximately 3 million. Thanks in large part to Washington University, other regional universities, and key Fortune 500 corporations, St. Louis is a national hub for critical research and business development, especially in the fields of medicine, biotechnology, and science. The University is an active partner in growing St. Louis as an innovation and start-up hub, recently helping to create the new [Cortex Innovation Community](#). The University's Danforth Campus is located seven miles west of downtown St. Louis and is surrounded by a number of vibrant neighborhoods, such as University City's Delmar Loop and the [Central West End](#), named one of the American Planning Association's best neighborhoods in the country. Consistently ranked among the nation's best places to live and raise a family, the St. Louis region offers affordable neighborhoods and high-quality schools, in addition to all the amenities of a major city. The city provides numerous opportunities to enjoy professional sports, attend cultural events, and participate in a wide range of recreational activities, including the world-renowned St. Louis Symphony Orchestra and the St. Louis Cardinals baseball team. Bordering the University campus is Forest Park, one of the largest urban parks in the U.S., and home to many of the region's major cultural institutions including the St. Louis Art Museum, the Missouri History Museum, the St. Louis Science Center, and the St. Louis Zoo, all of which are free to the public.

### **The Search**

Inquiries, nominations, and applications are invited. Although the search will remain open until the position is filled, review of candidate materials will begin immediately. Candidates should provide a curriculum vitae, a letter of application that addresses the responsibilities and requirements described herein, and the names and contact information of five references. *References will not be contacted without prior knowledge and approval of the candidates.*

Materials should be sent electronically via e-mail to the university's consultant, Dr. Jonathan Fortescue of Park Square Executive Search, at [ahegberg@parksquare.com](mailto:ahegberg@parksquare.com). Documents that must be mailed may be sent to Jonathan Fortescue, Ph.D., Managing Partner, or Anna Hegberg, Associate, Park Square Executive Search, LLC, 225 Franklin Street, 17th Floor, Boston, MA 02110. Phone: 617-401-2992.

Washington University in St. Louis is an equal opportunity/affirmative action employer. Washington University welcomes difference on our campus in the form of gender, race, ethnicity, disability, geography, socioeconomic status, age, politics, religion, philosophy, sexual orientation, gender identity or expression and veteran status. All applicants who share this goal are encouraged to apply.



**PARK SQUARE**  
EXECUTIVE SEARCH