

Faculty and Department Chair - School of Social Work

[Apply now](#) Job no: 537082

Work type: Instructional Faculty – Tenured/Tenure-Track

Location: Sacramento

Categories: Unit 3 - CFA - California Faculty Association, Tenured/Tenure-Track, Full Time, Faculty - Health Sciences



COLLEGE: Health and Human Services

DEPARTMENT: School of Social Work

POSITION TITLE: Faculty (Associate or Full Professor) and Department Chair

DEPARTMENT/COLLEGE SUMMARY:

The School of Social Work is dedicated to cultivating ethical and skilled social workers who can lead and support our diverse communities in creating services that promote human well-being and social justice. With a student body exceeding 1,100, our professional undergraduate and graduate programs equip individuals to become thoughtful social workers who apply critical thinking in their practice and research. Our school's foundation lies in enduring partnerships with community-based organizations, educational institutions, and local and state governments. These partnerships prepare our students to effectively serve individuals, families, and communities, that are culturally diverse and experiencing vulnerable life conditions, whether as practitioners, leaders, or advocates for social justice. To ensure advanced depth of skills in a concentrated area of study, our second-year MSW coursework, students focus on specialized practice areas. These areas include Behavioral Health, Children & Families, and Health & Aging. The School of Social Work operates within the College of Health and Human Services, enriching our interdisciplinary approach to education.

POSITION DETAILS:

The School of Social Work in the College of Health and Human Services at California State University, Sacramento (Sacramento State) invites applications from highly-qualified candidates for a Department Chair position beginning August 2024. Academic rank and salary at the time of hire will be commensurate with qualifications and professional experience.

While we expect the incumbent to have the potential to contribute in the areas of teaching, student advising, research/scholarly work, and service, the position will have an initial assignment as Chair of the School of Social Work (12-month position and 3-year term, renewable pending re-election in accordance with department and campus policies). We are searching for a Social Work scholar whose approach incorporates equity and social justice.

The essential duties as the Chair of the School of Social Work include responsibility for administering department level operations, collaborating with faculty to plan for the School's future growth and development, representing the School of Social Work to the College, University, and Sacramento region, and overseeing the Council of Social Work Education (CSWE) reaccreditation process. Such administrative duties include faculty development, mentoring, and retention.

A successful California State University, Sacramento, faculty member promotes the values celebrated by a public, regional, comprehensive, and metropolitan university. At Sacramento State, the quality of the education we provide is our top priority. In addition to contributing positively to teaching and learning, faculty members are expected to engage in scholarship and to provide service to the University and to the greater community. Our campus community represents the broad diversity of our state, and we believe that all are enriched and unified by this diversity. In that spirit, we are particularly interested in receiving applications from a broad spectrum of qualified people with the commitment and ability to work with a diverse student population.

This position is based on an academic year appointment as an Associate or Full Professor, tenured or deemed qualified for tenure at the time of work. The anticipated annual base salary for the academic year faculty position ranges from \$88,770 - \$92,000 (if hired at grade 4 Associate Professor) and \$109,000-\$115,000 (if hired at grade 5 Full Professor). The department chair salary portion will be augmented per Unit 3 CBA requirements. Salary and appointment to the Associate or Full professor level will be dependent upon CSU system-wide ranges, qualifications, and professional experience.

JOB DUTIES:

This is a department chair position. It requires leadership and management across all aspects of department functions. Among other duties, the chair is expected to:

- Provide innovative and progressive leadership to the School.
- Work collaboratively with faculty (full-time and part-time), staff, and BSW/MSW students to achieve departmental goals.
- Supervise faculty and staff hiring, onboarding, evaluation, retention, and ongoing support.
- Supervise instructional schedules, course assignments, and enrollment.
- Provide oversight for departmental budget and other operations for all department programs.
- Represent the School of Social Work at the College, University, and community levels.

- Communicate University and College policies and administrative procedures to the department faculty and staff.
- Coordinate the work of departmental committees and serve on College or University committees
- Provide oversight for student recruitment, retention, advising, and success.
- Provide leadership in curriculum development and program planning.
- Provide leadership in the CSWE accreditation process.
- Encourage and participate in scholarship activities.
- Oversee process for student grievances is implemented in accordance with University policies and procedures

REQUIRED QUALIFICATIONS:

- Ph.D. or equivalent doctoral degree in Social Work or a related field.
- MSW from the CSWE accredited institutions.
- Proven track record of effectively administering academic program(s) for a minimum of three years, specifically related to the content areas offered within the School.
- Clear and compelling track record of collaborative leadership, fostering faculty support, and promoting academic programs within the framework of a public or private university.
- Strong and evidenced commitment to diversity, advocating for just, equitable, and inclusive education practices.
- Demonstrated involvement and collaboration in the area of curriculum development.
- Proven experience in budgeting and fundraising, showcasing effective financial management skills.

PREFERRED QUALIFICATIONS:

- Demonstrated involvement in a successful university program assessment and CSWE reaffirmation process.
- Strong evidence of effective collegial and collaborative facilitation skills, such as training or experience in mediation, strategic planning, organizational change management, and collective decision-making.
- Demonstrated involvement in shared governance at the department, college, and/or university level.
- Experience leading university community partnerships.

APPLICANT INSTRUCTIONS:

Review of applications will begin April 8, 2024 and the position will remain open until filled.

Required

- Curriculum Vitae, including contact information for three professional references.

- Unofficial transcripts of highest degree, indicating proof of terminal degree completion before start date.
- Cover Letter of application that specifically addresses the candidate's ability to meet expectations and fulfill stated position responsibilities.
- Diversity Statement: Discuss how your professional skills, experiences, and plans in the areas of teaching, research, service, and/or leadership can help advance our campus' equity, diversity, and inclusion goals.
- Evidence of Scholarly Qualifications: Provide up to three examples of publications that demonstrate the qualification standards listed above (all items must be combined into one file prior to uploading).
- Evidence of Teaching Effectiveness: Provide a brief narrative about how your teaching of Social Work courses has changed over time (maximum 500 words) and recent course evaluations. Optional evidence may include peer evaluations of teaching and course syllabi. All items must be combined into one file prior to uploading.

About Sacramento State

[Sacramento State](#) is located in the heart of California's capital city, five miles from State Capitol. The lush, 300-acre campus is situated along the American River, close to numerous bike trails and other recreational areas. Sacramento, also known as the "Farm-to-Fork Capital," is one of the most ethnically diverse and livable cities in the country, with a population of half of a million. Sacramento State is a Hispanic and AANAPISI serving institution with about 31,000 students coming not only from the Greater Sacramento Region, but also from across the state, country, and world. Our 1,800 faculty and 1,500 staff are committed to meeting our mission:

"As California's capital university, we transform lives by preparing students to lead, serve, and succeed. Sacramento State will be a welcoming, caring, and inclusive leader in education, innovation, and engagement." As the regional hub of higher education, Sacramento State is dedicated to [learning and student success](#); [teaching, research, scholarship and creative activity](#); [justice, diversity, equity and inclusion](#); [resource development and sustainability](#); [dedicated community engagement](#), and [wellness and safety](#).

As evidenced by the values embedded in our [Hornet Honor Code](#), Sacramento State is committed to creating an inclusive environment where all faculty, staff, students, and guests are welcome and valued. Our commitment is more than simply ensuring that our campus is free from bias and discrimination, but is one devoted to celebrating many diverse identities, life experiences, and perspectives that enrich our community, teaching and learning.

To learn more about why you should join the Hornet Family, please visit the [Why Sac State?](#) page.

Equal Employment Opportunity

California State University, Sacramento is an Affirmative Action/Equal Opportunity Employer and has a strong institutional commitment to the principle of diversity in all areas. We consider

qualified applicants for employment without regard to race, color, religion, national origin, age, sex, gender identity/expression, sexual orientation, pregnancy, genetic information, medical condition, marital status, veteran status, or disability. Sacramento State hires only those individuals who are lawfully authorized to accept employment in the United States.

It is the policy of California State University, Sacramento to provide reasonable accommodations for qualified persons with disabilities who are employees or applicants for employment. If you need a disability related reasonable accommodation as part of the application and/or interviewing process, visit <https://www.csus.edu/administration-business-affairs/human-resources/benefits/reasonable-accomodation.html>.

The University is committed to creating an education and working environment free from discrimination, sexual harassment, sexual violence, domestic violence, dating violence, and stalking. For more information on mandatory training for new employees, visit <https://www.csus.edu/administration-business-affairs/human-resources/learning-development/csu-learn.html>.

Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act and Campus Fire Safety Right-To-know Act Notification:

Pursuant to the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, the current Annual Security Report (ASR) is available for viewing at <https://www.csus.edu/clery>.

The ASR contains the current security and safety-related policy statements, emergency preparedness and evacuation information, crime prevention and sexual assault prevention information, and drug and alcohol prevention programming. The ASR also contains statistics of Clery Act crimes for Sacramento State for the last three (3) calendar years. Paper copies are available upon request at the Police Service Center located in the University Union.

Background Check Disclaimer

A background check (including a criminal records check) must be completed satisfactorily before any candidate can be offered a position with California State University, Sacramento. Failure to satisfactorily complete the background check may affect the application status of applicants or continued employment of current California State University, Sacramento employees who apply for the position.

COVID19 Vaccination Policy

Effective May 2023, per the [CSU COVID-19 Vaccination Policy](#), it is strongly recommended that all California State University, Sacramento employees who are accessing office and campus facilities follow COVID-19 vaccine recommendations adopted by the U.S. Centers for Disease Control and Prevention (CDC) and the California Department of Public Health (CDPH) applicable to their age, medical condition, and other relevant indications.

Out of State Employment

Per CSU-wide policy (HR2021-04), all faculty who will begin initial employment (or return from a 12-month break in service) on or after January 1, 2022 are required to perform their work from within the State of California. Faculty hired prior to January 1, 2022 must be available to perform work in the State of California if their assignment is in-person.

Eligibility Verification

Candidate will be required to provide official transcripts of their highest degree earned and must furnish proof of eligibility to work in the U.S. California State University, Sacramento is a sponsoring agency (i.e. H-1-B Visa).

Advertised: March 19, 2024 (9:00 AM) Pacific Daylight Time

Applications close: Open Until Filled

[Back to search results](#) [Apply now](#) [Refer a friend](#)