



Dean, Graduate School of Social Work

Leadership Profile

2022–23



WittKieffer

Executive Summary

The University of Denver (DU) welcomes inquiries, nominations, and applications for the position of dean of its Graduate School of Social Work (GSSW). The school's 30 tenure-line faculty, 11 clinical faculty, 11 professors of practice, five research faculty, 252 adjunct faculty, 100 staff members, and more than 1,388 master's and doctoral students form a vibrant community that is passionate about transforming social work education, practice, and research to imagine, accelerate, and sustain social change in order to deliver on the long-overdue promise of equity and justice.

Founded nearly a century ago and now ranked #11 among the nation's top schools of social work, the University of Denver Graduate School of Social Work (GSSW) has built a reputation for centering antioppressive praxis, community engagement, and public impact.

The University seeks a versatile, relational dean to provide courageous, collaborative, and visionary leadership to further advance the school and marshal the resources necessary to support GSSW's goals. Reporting to the provost, the dean provides academic, intellectual, and administrative leadership for the school. The new dean will be asked to build upon and further the vision of the school; champion a school environment that advances social and racial justice, diversity, equity, inclusion, and belonging; build on faculty strengths and support excellence across diverse, innovative, nontraditional approaches to education and scholarship; grow the research enterprise; enhance the student experience; cultivate community; build capacity and operational strength; collaborate with other DU officials in leading the University; build strong relationships with GSSW constituents; and lead the school's fundraising efforts.

GSSW's next dean must be committed to the mission of the school and of DU, embrace all aspects of social work education, and bring a progressive view of how the field needs to evolve. Ideal candidates will be human centered, relational, collaborative, courageous leaders who are committed to empowering students, staff, and faculty for optimal impact and who have a record of fostering environments in which challenges to systemic and structural oppression can flourish. Requirements include experience managing people, business operations, and finance, as well as scholarship rooted in social work and a record of academic accomplishment appropriate to appointment as a tenured full professor in the school.

Founded in 1864, DU is a private R1 university dedicated to the public good. DU values diversity, equity, and inclusive excellence, recognizing that its success is dependent on how well it values, engages, and includes the rich diversity of its constituents. DU is situated in the Denver metro area, a vibrant and diverse urban center in the Rocky Mountain region that is home to 2.9 million people. Ranked #105 among the top universities in the country, DU enrolls 5,774 undergraduates and 7,157 graduate students and has more than 800 full-time faculty.

Information for those who wish to submit a nomination or express personal interest in this position is available at the end of this document.



About the Graduate School of Social Work

The University of Denver Graduate School of Social Work believes in social work's potential to transform both individual lives and interconnected systems. Understanding community needs through a lens of social and racial justice is at the foundation of GSSW, informing its education, focusing its research, propelling its partnerships, and fueling its commitment to equity.

With a commitment to translating science into action, the school's faculty, centers, institutes, and other signature programs provide science-informed solutions to social problems. From health care to the unhoused, substance use, and human–animal interactions, the Graduate School of Social Work is expanding social work's influence on policy and practice. Students are grounded in the school's approach to equity and inclusion and trained to see individuals and systems through the lens of power, privilege, and oppression; they leave the Graduate School of Social Work prepared to advance equity and justice in their professional lives.

Vision & Mission

Our Vision | At the University of Denver Graduate School of Social Work, we believe in social work's potential to transform both individual lives and interconnected systems—to achieve our vision of actualized human potential; thriving, sustainable communities; and embodiment of equity across all communities.

Our Mission | The University of Denver Graduate School of Social Work promotes social justice by advancing scholarship, education, and community engagement that leads, connects, mobilizes, and transforms.

Academic Programs

Doctoral Education | The doctoral program enrolls up to six fully funded students each year, emphasizing anti-racist and critical theory perspectives and pedagogies as it prepares doctoral students to transform social work education, practice, and research and to advance justice.

MSW Education | All of GSSW's MSW programs emphasize recognizing and combatting systems of oppression. The school offers MSW programs on three campuses—Denver, Western Colorado (in Glenwood Springs, Colorado), and the Four Corners (in Durango, Colorado)—as well as a 100%-online MSW degree through the MSW@Denver program. Denver Campus MSW students can enroll full time or part time and choose from curricula in Aging Services & Policy, Child Welfare, Children & Youth, Ecological Justice, Family Systems Practice, Health & Wellness, Mental Health, and Organizational Leadership & Policy Practice. Denver Campus students can also complete certificates in Global Social Work, Human–Animal–Environment Interactions, Latinx Social Work, or School Social Work. The school also offers a 3+2 undergraduate/graduate degree program and 13 dual-degree options.

Continuing Education | The school offers a robust 100% online continuing education program for alumni and the broader social work community. With diversity, equity, and inclusion as guiding principles, continuing education offerings are focused on social work practice and social change and enroll more than 300 people annually.

Research & Scholarship

The Graduate School of Social Work emphasizes interdisciplinary community-driven, community-engaged, and public impact research and scholarship that advances social and racial justice. The school's annual research expenditures are \$11.5 million, including \$7.25 million in federal funding. The school's research expenditures lead the University and helped to set the stage for the University to become an R1 research institution in 2021. The school's consistent value for multiple forms of knowledge and scholarship that partners with and is accountable to the community has been integral to GSSW and the University's growth in research recognition.

Centers & Institutes

The Graduate School of Social Work's centers, institutes, and other signature programs engage communities locally, nationally, and internationally to develop knowledge and solutions across a range of practice areas, including housing, organizational systems change, equity, and human-animal-environment connections. More than 45% of GSSW's active research projects are housed in its centers and institutes.

- The [Center for Housing and Homelessness Research](#) provides research, policy analysis, program evaluation, technical assistance, and data dissemination on topics related to housing and homelessness, such as tiny home villages and guaranteed basic income for people experiencing homelessness.
- The [Butler Institute for Families](#) offers research, evaluation, training, and technical assistance to agencies serving children and families nationwide, helping them to strengthen and build their evaluation, workforce, and implementation capacity so they can better serve their clients and community.
- [Equity Labs](#) provide active, immersive, practice-oriented diversity, equity, and inclusion workshops for teams of business and nonprofit change agents, training them to actualize equity in their organizations, building better workplaces and a more equitable world.
- As a leader in human-animal-environment studies, the [Institute for Human-Animal Connection](#) elevates the value of the living world and the interrelationship and health of people, other animals, and the environment through natural and social science-informed education, applied knowledge, and research.



- The [Cross-National Behavioral Health Laboratory](#) is an international collaboration to understand and address substance use disorder—including prevention and treatment—and reduce health disparities among those with risky substance use and substance use disorder.

Strategic Initiatives

To realize its vision, GSSW developed a [strategic plan](#) in conjunction with the University of Denver Impact 2025 strategic plan. Since launching its plan in 2017, GSSW has been making steady progress to achieve its goals to:

- Become one of the nation's best social work schools, known for its agility and ingenuity in meeting evolving workforce needs and educating social justice champions whose work catalyzes change
- Better reflect the diversity of the country across faculty, staff, and students
- Redefine the public's understanding of social work
- Provide science-informed solutions to social problems and create knowledge that shapes and shifts social policies
- Create lasting change with individuals and families, in organizations and communities—across society—by challenging racial, economic, environmental, health, and other systems of inequity and offering innovative, equitable, evidence-based solutions

As the University plans for a forthcoming capital campaign, fundraising priorities for the Graduate School of Social Work include:

- Naming the school
- Funding research on community priorities
- Funding endowed and career-development professorships
- Funding academic scholarships and MSW student fellowships
- Funding the Office of Community Engagement
- Funding a multidisciplinary community learning hub to address community problems and meet community education and job training needs

Community Engagement

The Graduate School of Social Work is committed to nurturing thriving, sustainable communities that embody equity. That commitment is expressed throughout the school's teaching, research, and public engagement activities. GSSW's Office of Community Engagement is a hub for engagement across the school. Free public events such as the [Catalyst Series for Social Justice](#) engage thousands of faculty, staff, students, alumni, and members of the public nationwide in events on topics such as futurism, weight stigma, reparations, and white fragility. The Pedagogy for Action and Community Engagement (PACE) Program facilitates community-engaged courses by providing faculty with logistical support with issuing RFPs, selecting community partners, and developing formal agreements; it also provides access to stipends and help from graduate teaching assistants. In partnership with community organizations, the new Mutual Aid Collective explores the intersections of social work and collective care to imagine and create a future where all people have their needs met.

Diversity, Equity & Inclusion

GSSW is committed to advancing diversity, equity, and inclusion (DEI) within the school and social work profession, aiming to transform the school to better meet the needs of those who have been excluded from graduate social work education and to center the voices of those who have been minoritized and marginalized. The school's commitment to DEI is unwavering and infused in every area of operations—from how and what is taught, to its people and processes, and its research and scholarship. For example:

- GSSW has infused social and racial justice values throughout the entire curriculum. Its doctoral program emphasizes social and racial justice and community-engaged research and provides unique training in a broad array of pedagogies and methodologies, such as antiracist, feminist, and queer pedagogies as well as Indigenous research methods.
- In 2021, the school appointed its first associate dean for DEI.
- The school's Inclusive Excellence Committee is a primary advisory committee to the associate dean and dean. Comprising students, staff, faculty, and alumni, the committee is working to identify GSSW community values and expectations and develop a transformative and restorative justice approach to upholding those values. It also offers ongoing education, training, and community building activities, such as faculty drop-in sessions on topics such as decentering whiteness.
- GSSW is planning a comprehensive curricular audit to scan for diversity of voices in content, representation within assignments, and critical narratives that address bias in the literature.
- In spring 2022, GSSW launched its DEI Student Support Fund, which will increase access and reduce student debt through scholarships for diverse applicants and for students who experience consequential life changes while enrolled in the school's MSW programs. The fund also provides internship stipends to diverse students.



Enrollment

The Graduate School of Social Work accounts for nearly 11% of the University of Denver's enrollment, enrolling 1,388 students across GSSW's MSW and doctoral programs. Enrollment includes:

- MSW@Denver: 858 students (37% identify as students of color)
- Denver Campus MSW Program: 475 students (24% identify as students of color)
- Western Colorado MSW Program: 14 students (29% identify as students of color)
- Four Corners MSW Program: 13 students (23% identify as students of color)
- PhD Program: 28 students (39% identify as students of color)

Faculty & Staff

The Graduate School of Social Work is an exciting, progressive, and welcoming community of faculty and staff who are passionate champions for justice, for advancing the social work profession, and for delivering an exceptional student experience. Our faculty conduct research on a range of topics and populations across the life cycle and are committed to excellence in teaching. The school's 409 staff and faculty include:

- Staff: 100 (34% identify as people of color)
- Tenure-line faculty: 30 (37% identify as people of color)
- Clinical faculty: 11 (36% identify as people of color)
- Professors of practice: 11 (27% identify as people of color)
- Research faculty: 5 (20% identify as people of color)
- Adjunct faculty: 252 (20% identify as people of color)

Financial Resources

The University of Denver uses a modified decentralized budget model. All direct revenue and direct expense are recorded at the unit level; indirect expenses for facilities, institutional support, and academic/student support are not billed back to revenue-generating units. Rather, the University arrives at a current operating-fund budget by balancing positive operating margins from revenue-generating areas with negative operating margins in cost centers. A retrospective exercise overlays indirect expenses to the revenue generating units for analysis each year.

GSSW's current operating fund includes more than \$53.5 million in revenue and \$38.5 million in total expenses and transfers. The market value of the school's endowment stands at just over \$16 million. GSSW has 28 named or endowed scholarships and two endowed professorships and chairs: the American Humane Endowed Chair and the Phillip & Eleanor Winn Endowed Professorship. The school awards approximately \$9 million in graduate scholarships each year.

Facilities

Craig Hall has been home to the Graduate School of Social Work since 1976. Originally constructed in 1945 as a residence hall (Spruce Hall), the building was renovated and expanded in 2005 to provide an environment that facilitates learning. At 54,000 square feet spread over four stories, Craig Hall includes a spacious courtyard and outdoor classroom at the building's main entrance. The main floor features a student lounge, library, and community room that seats up to 300 people for special events. This large event space is near a parking garage, making it the perfect place to host internal and external events. There are eight classrooms in the building, one of which is a clinical suite where students can role-play interviews and therapy sessions in an office surrounded by two-way mirrors while classmates observe their work. Classrooms located at the end of hallways facilitate interactions between students and faculty, whose offices line each wing. The building has a total of 92 offices for faculty and staff, with an additional 12 breakout rooms for group meetings, Zoom classes, and heads-down study time. GSSW also hosts students at its Four Corners and Western Colorado MSW Program locations. In Durango, the school leases two classrooms and office space for the Four Corners MSW Program. For the Western Colorado MSW

Program in Glenwood Springs, GSSW leases classroom space from Colorado Mountain College and office space from Garfield County.



Role of the Dean of the Graduate School of Social Work

The dean is the chief executive, academic, and administrative leader of GSSW, responsible to the chancellor and the provost for the quality, impact, coordination, and conduct of all the school's academic, research, and field programs. Deans at DU drive school strategy and participate in University-wide leadership, proactive coordination with central administration, and collaboration with fellow deans and other senior leaders.

The dean's primary role is to ensure that GSSW provides a rich environment that promotes excellence in graduate student education and training as well as doctoral and faculty research. The dean bears overall responsibility for:

- cultivating an equitable, engaged, just, inclusive, and sustaining community culture in which the GSSW vision is reflected and thrives;
- articulating, communicating, and implementing GSSW's strategic priorities, developed in concert with the GSSW community;

- maintaining an eminent faculty that contributes in singular ways to the school and its students, to the University, and to the field of social work;
- producing educational programs and scholarship of the highest quality;
- attracting, retaining, and graduating superb students;
- representing the school within the University;
- maintaining productive and generative relationships with alumni, donors, and local, national, and global partners; and
- and ensuring that the administration of GSSW is sound and supports the school's aspirations across all facets of the operation, including program development, marketing and recruiting, and budget development and financial management.

GSSW's aspirations for impact and transformation, and commitment to living a culture that is informed by social work values, require a dean who is fully part of the school's community, participating visibly and intentionally in the life of this dynamic school and working alongside its community members. The dean is joined by a talented and committed team that currently includes the following positions:

- Associate Dean, Academic Affairs
- Associate Dean, Diversity, Equity & Inclusion
- Associate Dean, Doctoral Education
- Associate Dean, Operations/Chief of Staff
- Associate Dean, Research & Faculty Development
- Assistant Dean, Field Education & Community Partnerships
- Assistant Dean for Students

Opportunities and Expectations for Leadership

Reporting to the provost, the dean provides academic, intellectual, and administrative leadership for the school. Broadly, the new dean will be asked to build upon and advance the vision of the school; champion a school environment that advances social justice, diversity, equity, inclusion, and belonging; build on faculty strengths and support excellence; enhance the student experience; cultivate community; build capacity and operational strength; collaborate with other DU officials in leading the University; build strong relationships with GSSW constituents; and lead the school's fundraising efforts.

The new dean will be expected to:

Build upon and advance the vision of the school

The next dean will value disruptive thought and action that pushes the field of social work. They will actively advocate for synergy between curricular content and its delivery to the communities it serves; the decolonization and deconstruction of academia generally; and expansive academic innovation. They will focus on where GSSW needs to be in the future to do the work that can only be accomplished by

utilizing multiple ways of knowing and nontraditional scholarship. They will explore new degree options and revenue streams to meet community and student needs.

Champion a school environment that advances social and racial justice, diversity, equity, inclusion, and belonging

The next dean will provide leadership in thought and action for social and racial justice. They will instigate the challenging conversations and work required to uphold transformative justice, improve accountability, and position the school at the leading edge of antiracism and antioppression.

Build on diverse faculty strengths and encourage innovation and activism

The next dean will encourage and provide models for faculty and staff to innovate in their teaching practices and curricula. They will invest in faculty and staff development to nurture a positive and productive research environment that is community-based, culturally responsive, aligned with social work values, collaborative, and that deepens engagement in tribal communities and communities of color.



Enhance the student experience

The next dean will be a strong advocate for student resources and excellence in the student experience. They will be accessible to students and address their needs with discernment, compassion, and kindness. They will assess the financial and mental health challenges and needs students face and work toward solutions.

Cultivate, engage, and impact community

The dean will reinforce and expand the bridge to and from the community. They will build out GSSW's Office of Community Engagement to link a diverse group of community partners with the school's capacity-building services. They will encourage, support, and incentivize faculty, staff, and PhD and MSW students to partner with the community. They will explore opportunities for GSSW to contribute to and demonstrably advance progress on the Social Work Grand Challenges. They will also advance training and knowledge that influence public policy by partnering with constituencies to generate responses to social problems and public policy initiatives and by supporting the advancement of a public policy agenda in Colorado that is rooted in social work values.

Advance the actions, goals, and strategies of the GSSW 2025 strategic plan

The dean will provide leadership and action to execute the goals as established by the GSSW 2025 [strategic plan](#) and develop the next iteration of a plan in collaboration with the community.

Build capacity and operational strength

The dean will provide strategies that address the dichotomy inherent in increasing capacity in a resource-constrained environment. While accounting for the financial stressors impacting students, faculty, and staff in the forms of tuition increases, cost of living, limited scholarship dollars, and pay inequities, they will balance the resource expenditures surrounding high-quality student support services, operational, and space costs, and limiters such as service providers and the costs of retaining talent on the faculty and staff while increasing operational strength. They will build a larger philanthropic portfolio.

Collaborate well with fellow deans on interdisciplinary programs, joint faculty appointments, and new academic initiatives, and serve as a visible exemplar of engaged and positive university citizenship

The new dean must be committed to the University's mission and the vision of [DU Impact 2025](#) and be willing and able to participate actively as a key member of the University's senior leadership team. They must be adept at collaborating with fellow deans on interdisciplinary programs, joint faculty appointments, and new academic initiatives.

Build strong relationships with trustees, alumni, and donors while leading the school's fundraising efforts

The dean will foster strong relationships with existing and potential supporters and guide the development of the school's financial resources to propel the work of GSSW faculty and students to even higher levels. To do so, the dean must work effectively with relevant faculty, staff, and administrators—both within GSSW and in the University's central administration—to develop a sound strategy that builds on the successes GSSW has had in garnering private philanthropic support. Furthermore the dean will identify potential investments that will empower GSSW to achieve its ambitious goals and to secure the long-term vitality and prosperity of the school through wise management of resources.



Professional Qualifications and Personal Qualities

The ideal candidate will have the following qualities and qualifications:

- **Commitment to mission:** Fierce commitment to promoting social and racial justice and to empowering others to do so; a belief in the essential role of revolutionary thinking, action, and challenges to the status quo and a deep desire to lead a school that lives, breathes, teaches, and researches in ways that are aligned with that mission
- **Vision:** Clear-eyed understanding of contemporary social work praxis and how research and education can realize a more socially just future; a progressive, if not radical, view of the responsibility and methodologies of the discipline, particularly in anti-oppressive praxis and macro social work practice
- **Principles of leadership:** A human-centeredness that recognizes the relational needs of the various constituents and communicates accordingly; deep commitment to the principles of shared governance and collaboration and working to integrate the voices of all stakeholders in decision-making processes; recognition of the value of intentional community building in cultivating and nurturing a thriving scholar/student/practitioner community
- **Commitment to excellence:** Commitment and effectiveness in supporting research strength, reach, and impact of the school and University community; deep respect for and support of a diversity of theoretical orientations, innovative and unconventional research methods, levels of operation and impact (micro, mezzo, and macro), variety of communities of focus, degrees of disruptiveness in pedagogy, and breadth of epistemologies
- **Record of advancing diversity, equity, inclusion, belonging, and social justice:** Ability to foster a community with a strong anti-oppressionist ethos; the skills to attend to urgent social justice issues with courage, curiosity, empathy, multicultural fluency, and equity-mindedness; record of supporting research, teaching, service, and partnership that enacts robust conceptions of equity and the development of just and sustainable communities and organizations; demonstrated success in leading community building with a commitment to fostering an inclusive and equitable environment for all members of the school community; multicultural fluency, celebration of difference, and an awareness of the various ways the school and the University can be experienced differently by different people; courage and empathy in the face of challenging conversations, interactions, and actions
- **Management experience:** A record of leading or managing a complex organization with varying and often competing stakeholder interests; experience and skill in negotiating fiscal, personnel, spatial, political, ideological, and ecological tensions that are endemic to any multistakeholder organization; track record of decisive, inclusive, and efficacious leadership; ability to be forward-thinking, creative, and responsive in how resources are leveraged to meet GSSW community needs and interests

- **Fundraising capacity and interest:** Ability to attract funds from private philanthropists, foundations, and corporations, as well as eagerness to engage with the school's alumni and build relationships with, cultivate, and solicit donors; a record of developing mutually beneficial partnerships and relationships with external stakeholders; the skill and experience to identify new partnerships and steward existing relationships; creativity in building revenue streams to support the school's activities
- **Personal qualities:** Humility about one's own continued learning; a willingness to share and speak to one's own thinking and journey; wide-ranging intellectual curiosity and a sense of relevance and engagement; honesty, integrity, courage, strong moral compass, sound judgment, and commitment to responsibility; ability to observe, listen, learn, and clarify needs while being accessible and engendering trust among varied constituencies; ability to express and engage GSSW's mission, vision, programs, and research
- **Professional record:** An experienced social work leader and scholar whose professional record includes a combination of teaching, research, and field experience and whose background reflects an ability to navigate the complexities of a university environment and a strong fiscal acumen; deep knowledge of social work values, education, and scholarship accompanied by evidence of broad engagement with the field and a record of academic accomplishment appropriate to appointment as a tenured full professor in the school; experience in the international arena is a plus





About the University of Denver

Founded in 1864, the University of Denver (DU) is a private, doctoral-granting university with highest research activity and robust undergraduate and graduate education. DU has become increasingly known, nationally and internationally, for its creative, 21st-century approaches to problem-based scholarship, as well as its holistic, student-centered approach to learning and its dedication to the public good. As such, DU embraces a teacher-scholar model in which the role of faculty members is to expand knowledge while also educating and mentoring the next generation of thinkers and doers in the classroom. The University plays an integral role in the cultural, social, economic, and educational vibrancy of the fast-growing city and region it calls home.

The University's mission is to promote learning by engaging with students in advancing scholarly inquiry, cultivating critical and creative thought, and generating knowledge. DU's active partnerships with local and global communities contribute to a sustainable common good.

In 2022–23, the University has 5,774 undergraduate and 7,157 graduate students enrolled. Its total annually budgeted revenues are \$53.5 million, and total endowment assets exceed \$1 billion.

DU is located on a 125-acre campus less than 30 minutes from downtown Denver. The neighborhood surrounding the University of Denver features many amenities, including parks, farmers' markets, restaurants, coffee shops, public transportation, convenient shopping, and a multitude of recreational opportunities.

During the past 20 years, DU has invested more than \$852 million in renovating, modernizing, and growing its campus. Three new buildings represent the first phase of the Denver Advantage Campus Framework Plan, an ambitious and innovative vision for the physical future of DU. The Burwell Center for Career Achievement and the Dimond Family Residential Village opened in fall 2020, and the Community Commons opened in Winter 2021. Through the Denver Advantage, the University aims to integrate the campus and its surrounding neighborhood, open the doors of campus to the city of Denver and foster a great sense of belonging for the DU community. The beautiful campus, with sweeping views of the Denver skyline and the Rocky Mountains, includes an arboretum.

More recently, the University acquired a 790-acre mountain campus at which students and faculty pursue the four-dimensional student experience involving intellectual growth, character exploration, well-being, and furthering lives of purpose.

The University's strategic plan, *DU Impact 2025*, can be seen [here](#).

Academic Profile

[U.S. News and World Report](#) lists the University of Denver among the nation's top universities, currently ranked 105. The Carnegie Classifications identify DU as a "Doctoral University: High Research Activity" (R1). The University enrolls about 13,000 students from all regions of the United States and over 80 countries in its distinguished undergraduate liberal arts and science and graduate and professional programs. The University's academic programs are led by 11 academic deans. Each program features cutting-edge curricula, professor-led courses, and access to the latest tools and technology. The 12:1 student-to-faculty ratio and small class sizes allow personalized instruction as well as multiple opportunities for research, exploration, and holistic student development. There are more than 800 full-time appointed faculty members, of which 90% have earned the highest degree in their fields. DU faculty often collaborate on scholarly inquiry and pedagogical reflection with faculty and students from other disciplines, divisions, schools, colleges across campus, and community partners. These efforts—and many others like them—deepen the University's intellectual portfolio and expand the opportunities available for its faculty and students.

Student Life

In fall 2022, DU enrolled 5,774 undergraduates and 7,157 graduate students. Six percent of students are international, 60% of students are women, and one quarter identify as people of color. DU students display great ethnic, cultural, and spiritual diversity. What binds students together is a commitment to scholarly excellence, access to professors, and an insatiable curiosity and drive to make a difference in the world. Students work closely with faculty, staff, peers, members of the broader Denver/Rocky

Mountain area, and international communities on projects, research, and fieldwork. They work across disciplines to discover new perspectives and approaches to problem-solving. To prepare students for the challenges of productive citizenship, the University of Denver offers rigorous programs that emphasize critical thinking, innovative problem-solving, ethical leadership, and global engagement. When students leave DU, they are ready to make a difference in organizations and communities around the world.

Finances

The University has annual budgeted operating revenues of over \$53.5 million in revenue and \$38.5 million in total expenses and transfers. The market value of the school's endowment stands at just over \$16 million. In FY 2021, the University raised \$86.5 million in voluntary giving commitments. FY 2021 sponsored research expenditures exceeded \$36 million. The University's research partnerships with corporations include Lockheed Martin, United Launch Alliance, DePuy, Arrow Electronics, DaVita, Ball Corporation, and others.

The University has 6,214 employees, comprised of 1,747 professional staff, just over 800 appointed faculty, 372 non-appointed hourly staff, 957 adjunct faculty and 2,289 student employees. Forty-nine percent of faculty are women, and 20% identify as BIPOC. Sixty-four percent of staff are women, and 27% identify as BIPOC.

Denver, Colorado

Both the city of Denver and the state of Colorado are attractive destinations for business and industry. Denver holds a top-five position for best places for business and careers (*Forbes*). Business Insider ranked Denver second in its "50 Best Places to Live in America Right Now," and *U.S. News and World Report* rated Colorado as the nation's top economy. In 2022, Denver was cited as the sixth-fastest growing city in the U.S. (Kenan Institute of Private Enterprise), and it is a magnet for young professionals, with a median population age of 34 years old (U.S. Census Bureau). Colorado ranks as the third-most educated state in America (WalletHub) and is the second-best state to find a job (*U.S. News & World Report*). *U.S. News and World Report's* 2020 Best Places to Live study ranked the city of Denver in the second spot, citing the city's proximity to outdoor recreation, a progressive mindset, and its walkability.

With 300 days of sunshine a year, there are plenty of reasons to get outside. Not only is Colorado the country's most popular ski and snowboarding destination, but it is also home to four national parks, 42 state parks, and many outdoor recreation areas for boating, hiking, camping, swimming, snowmobiling, bird watching, picnicking, world-class fishing, hunting, and biking. DU students, faculty, and staff enjoy countless adventures in the great outdoors of the vast Rocky Mountains and can explore the diverse cultural attractions, art galleries, concerts, sporting events, and the vibrant city scene of Colorado's Mile High City.

Procedure for Candidacy

All applications, nominations, and inquiries are invited. Applications should include, as separate documents, a CV or resume and a letter of interest addressing the themes in this profile, particularly the

applicant's approach to diversity, equity, inclusion, and justice. A request for a full DEIJ statement will be forthcoming for applicants who advance in the search.

WittKieffer is assisting the University of Denver in this search. For fullest consideration, candidate materials should be received by February 6, 2023.

Application materials should be submitted using WittKieffer's [candidate portal](#).

Nominations and inquiries can be directed to the WittKieffer team for this search:

Robin Mamlet, Sandra Chu, and Kim Migoya

DU-GSSWDean@wittkieffer.com

Salary Range: The salary range for this position is \$280K to \$320K.

The University of Denver has provided a compensation range that represents its good faith estimate of what the University may pay for the position at the time of posting. The University may ultimately pay more or less than the posted compensation range. The salary offered to the selected candidate will be determined based on factors such as the qualifications of the selected candidate, departmental budget availability, internal salary equity considerations, and available market information, but not based on a candidate's sex or any other protected status.

The University of Denver prohibits discrimination on the basis of race, color, national origin, ancestry, age (for employment 40 and over), religion, creed, disability, sex, sexual orientation, gender identity, gender expression, marital status, pregnancy, genetic information, military enlistment, or veteran status, and any other class of individuals protected from discrimination under federal, state, or local law, regulation, or ordinance in any of the University's educational programs and activities, and in the employment (including application for employment) and admissions (including application for admission) context. For the University's full Non-Discrimination Statement, please see [here](#).



Appendix: Leadership

Jeremy Haefner, Chancellor



Dr. Jeremy Haefner is the University of Denver's 19th chancellor, and he brings over three decades of leadership experience in higher education to DU. Named chancellor by the University of Denver Board of Trustees in 2019, Dr. Haefner seeks to continue and accelerate the momentum of the DU community. He strongly believes DU is an institution uniquely able to serve students as they prepare for lives of purpose and careers for fulfillment—all while serving the public good. Indeed, he believes DU can and must excel in providing a student experience unlike any other university. In DU's faculty, he sees limitless potential and talent and knows their research will further the creation of knowledge and serve the public good. As chancellor, Jeremy Haefner energetically supports the University's commitment to diversity, equity, and inclusive excellence, and he will continue to build on DU's long legacy of relentless innovation and ethical leadership.

Previously, Chancellor Haefner served as DU's provost and executive vice chancellor. He has also served in other leadership positions such as provost and senior vice president for academic affairs at Rochester Institute of Technology (RIT) and, at University of Colorado at Colorado Springs, as dean of engineering and applied science, associate vice chancellor for research, and dean of the graduate school. He has also held fellowships with the American Council on Education, the National Learning Infrastructure Institute, and the University of Murcia in Spain.

As a mathematician, Chancellor Haefner studies integral representation and module theory, and his research has been supported by the National Security Agency, the National Science Foundation, the Air Force Office of Scientific Research, and the government of Spain. He graduated from the University of Iowa with a BA in mathematics and has a PhD and an MA in mathematics from the University of Wisconsin.

Mary Clark, Provost and Executive Vice Chancellor



Mary Clark serves as the University of Denver's provost and executive vice chancellor. With expertise in the areas of higher education law, women's legal history, legal ethics, judicial politics, and property, Provost Clark also holds an appointment as professor in the Sturm College of Law. Prior to being named provost at DU, Provost Clark served as interim provost, deputy provost, and dean of faculty at American University (AU), associate dean for faculty & academic affairs at AU's law school, director of its doctor of juridical science program, and acting director of its Law and Government Program.

Before joining American University, Provost Clark was a visiting lecturer and research scholar at Yale Law School, a Supreme Court fellow with the Federal Judicial Center, a teaching fellow and adjunct professor at Georgetown University Law Center, and an appellate attorney with the U.S. Equal Employment Opportunity Commission in Washington, D.C. She clerked for the U.S. Court of Appeals for the Eleventh Circuit in Montgomery, Alabama, following graduation from law school. She is a graduate of Bryn Mawr College (magna cum laude) and Harvard Law School, and publishes in the fields of women's legal history and judicial politics.