

SEARCH PROSPECTUS:

President



THE INSTITUTE FOR
Clinical Social Work

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THE SEARCH

The Board of Trustees of the Institute for Clinical Social Work (ICSW) invites applications and nominations for the position of President. Founded nearly 40 years ago, ICSW is a regionally accredited not-for-profit graduate school offering PhD and master's degrees, located in downtown Chicago, IL. ICSW graduate programs focus on clinical social work and counseling psychology. The President will take office in Summer 2019 or sooner.

The Institute prepares scholars and practitioners to advance knowledge in the fields of clinical social work, counseling, and psychotherapy. A combination of clinical learning, theory, and

research, and within a psychodynamic framework, provides students with the experience to become leaders in clinical, administrative and academic environments. Close consultation and collaboration with faculty members and intensive clinical training are among the hallmarks of the ICSW experience; the academic programs provide students with a rigorous education steeped in the issues and challenges facing clinicians today. Curricula are strategically designed to enrich the relationship between the classroom and the practice, allowing clinicians to make their current professional concerns and ambitions central to their graduate studies.



ACADEMIC OFFERINGS

Today, ICSW enrolls 95 degree-seeking students and offers both master's and doctoral programs, as well as numerous onsite and distance learning opportunities. ICSW is the only fully accredited independent institute offering a PhD in clinical social work. It is a unique and highly regarded clinical social work institute with programs designed specifically for clinicians who are practicing in the field, allowing students to combine their academic and professional pursuits. The master's program goes beyond licensing requirements to ensure that students gain the clinical education for which ICSW is known. Earlier this year, ICSW was granted a 10-year reaccreditation by the Higher Learning Commission.

In keeping with the historical roots of the profession, the Institute strives to develop graduates who recognize and celebrate diversity, who practice compassionately and have the knowledge and skills to empower people individually and collectively to treat others respectfully and help them to lead lives that are meaningful. Whether earning a degree on campus or online, students emerge prepared to make substantial contributions to the future of counseling and clinical social work.

PhD Program (onsite and hybrid learning)

ICSW's doctoral program, with both onsite and online learning options, emphasizes the application of psychodynamic theory to a broad range of practice settings. Students combine their professional pursuits and educational goals to engage in intensive research and case-based clinical training under the guidance of close faculty mentorship. It is a full- or part-time course of study designed to advance students' careers in the mental health field with an emphasis on the integration of contemporary psychodynamic perspectives. The program holds classes on evenings and weekends and includes additional individual consultation on five long-term cases and dissertation preparation from ICSW's clinical faculty. ICSW's doctoral graduates move on to become experts in the field of clinical social work

through service, research, practice and teaching. Students are prepared to extend their careers in a wide range of professional settings serving diverse communities.

Master's Program

The two-year Master's in Clinical Counseling and Psychotherapy program prepares clinicians for practice in a wide range of settings, for licensing requirements and for doctoral-level education.

It is a full- or part-time course of study designed to prepare students for careers in the mental health field doing counseling, psychotherapy, and community work with a specific emphasis on the integration of contemporary psychodynamic perspectives. The program holds classes on evenings and weekends and includes two clinical internships, as well as individual consultation from ICSW's clinical faculty. After students complete the degree, they are eligible to apply for state licensure (LPC).

Non-Degree Programs

ICSW offers a range of professional development programs. These programs are designed for professionals or clinicians who are interested in learning about psychodynamic theories. Courses are taught by faculty who are experts in the field of mental health. Courses are offered in a broad range of areas, including Trauma, Neuropsychology, Ethics, Supervision, Couple Treatment and Clinical Process. These topics --- and many more --- have been presented through ICSW's Professional Enrichment programming to practitioners eager to sharpen their clinical skills and expand their knowledge of psychodynamic clinical work. Professional Enrichment programming is available to clinicians, ranging from those new to clinical practice to the most experienced veteran clinicians. There is a strong interest from the Board of Trustees and the administration in expanding the range of professional development program offerings, particularly as this is an area of growth opportunity.

THE FACULTY

ICSW's faculty is comprised of 60 of the most experienced clinical social workers, psychologists, psychiatrists, clinicians, researchers, and educators in the Chicago area, regionally and nationally --- drawn from an array of professional settings, including academic institutions, clinical

practices, agencies, research firms, public schools, veteran's facilities, and more. Many are nationally known and distinguished by their contributions to the field. All are practicing clinicians and/or researchers who bring life experience to their teaching and to their students.

GOVERNANCE

The Board of Trustees (BOT) has overall responsibility for ICSW, including fiduciary authority and oversight, strategic planning, fundraising, development, and the hiring and evaluation of the President. The BOT meets five times per year and is organized under the leadership of a Chair and

Vice Chair. The BOT is comprised of 12 members, including the two Faculty Advisory Committee co-chairs and has the following committees, each chaired by a Board member: Finance, Governance, Development, and Alumni Relations.

PRESIDENT'S AGENDA

ICSW is seeking a transformational leader, an individual who will provide vibrant and creative leadership. In addition to being a strong advocate of diversity, inclusion and social justice, it is important that the President embrace these values in leading the Institute and in engaging with faculty, staff and students. The President must have the skill-set to lead strategic and operational decisions for the Institute. S/he exercises broad responsibilities for all aspects of the academic, student, financial, development, and administrative dimensions of ICSW. These responsibilities are accomplished in a collegial framework with the advice and consultation of the ICSW Academic, Student and Fiscal Affairs leaders of the Institute. The President will report directly to the BOT.

The President, in close partnership with the Dean and the Vice President for Finance and Operations, will manage a broad spectrum of activities, including strategic visioning and planning; enrollment; strategic partnerships and alliances; expansion and strengthening academic program offerings; and identifying new sources of revenue and fundraising. The terms "ideas

champion" and "high energy brand ambassador" capture the dynamics of the post. ICSW has a small and agile staff, and the President must work in a collaborative and supportive manner, involving the staff in key strategic initiatives and decision making.

As is expected in any vibrant organization, there will be divergent and often challenging views and expectations from educational programs to operational systems. Effective leadership of the Institute will, thus, require an understanding of the importance of contextual factors to ICSW's success. A willingness to become informed about the institution's internal and external environment, as well as its history, is essential. Only then can the Institute's mission, programs, and operations be effectively communicated to its many constituencies and its potential influence exercised.

Enrollment Growth

Student recruiting, marketing and enrollment growth are of the highest priority for the new President. Along with his/her administrative team,

PRESIDENT'S AGENDA (cont.)

the President, in collaboration with the faculty, must develop a strategy for focused growth on existing onsite and online learning program offerings. Further exploration of continuing education, certificate programs and the expansion of master's programs are important areas of consideration.

The President is expected to evaluate enrollment data and assess ICSW's various enrollment initiatives, discarding that which is not working and integrating innovative approaches. Included in these efforts should be a comprehensive evaluation of the institution's marketing plan and how it can be adapted and integrated to better support enrollment goals.

By establishing short- and long-term enrollment goals, the President and BOT will have to consider the effect that an increased student body would have on the capacity of the physical plant, faculty and staff workload, and budgetary resources. Furthermore, managed growth must also be accompanied by increasing program standards and developing assessment models that will ensure the highest quality returns for the students.

Strategic Planning

The new President will be asked to build upon the new strategic plan and articulate a detailed, clearly-defined vision for the future of the Institute. The plan should expand upon and address critical issues such as enrollment, strengthening existing academic programs, expanding program offerings, securing financial resources, marketing and branding, board development, and building strategic alliances in Chicago and within the region. It will be important for the planning process to continue to be participatory in nature with a clearly defined policy and decision-making structure that is transparent to the entire institutional community.

Developing and Strengthening Academic Programs

The Institute offers dynamically evolving programs

and it is incumbent upon the President and Dean to provide support and leadership of existing programs, continue to strengthen existing programs, and plan for new program development. The leadership of ICSW should work cooperatively with the Board and faculty in establishing appropriate and effective patterns of interaction, as well as devote thoughtful attention to both the modes and content of communication regarding the institution's mission, programs, pedagogy, and standards of performance to its constituencies.

Strengthening the Leadership Team

The President, Dean and Vice President for Finance and Operations, in collaboration with the other members of the leadership team, will determine responsibility for organizational function and operation. Since the leadership team is small, it is essential that the new President work to build a trusting relationship with the staff. It will be important to ensure clear lines of responsibility and authority to maximize efficiency. As part of a shared governance model, the Institute has a Faculty Advisory Council and an Academic Leadership Team, both of which the new President should utilize and engage, particularly with regard to academic decision making.

Executing Fiscal Responsibility

It is incumbent upon the new President to ensure first-rate fiscal management practices. The President, Vice President for Finance and Operations, and BOT will work as partners to ensure that the budget process and institutional plan are closely aligned to fulfill institutional priorities such as strengthening core components of the academic program (e.g., building the student body, growing the faculty size, branding and marketing, and building greater visibility for the Institute). Seeking, securing, and developing new revenue streams in support of current programs and new initiatives will be essential. The institutional leadership and the Board will be key partners in this task.

DESIRED CHARACTERISTICS FOR THE PRESIDENT

Listed below are the particular characteristics sought in the next ICSW President based on the special mission of the Institute and the leadership opportunities described in this document.

The successful candidate should have:

- a PhD or doctoral degree from an accredited institution, ideally in the field of clinical social work, behavioral sciences, health sciences or a related discipline;
- academic credentials and background to warrant collegial respect among the faculty;
- experience that will guide student recruitment, enrollment and retention;
- a record of and the ability to initiate and grow programs;
- a record of managing a staff and budget;
- experience developing strategic partnerships and alliances;
- grant writing and development experience;
- experience working in a small organization (preferred);
- accreditation experience; and
- strategic planning experience.

Listed below are other important characteristics and traits:

- ☑ Passionate advocate for the mission of ICSW
- ☑ High energy, dynamic and principled academic leader who has developed the ability to lead and to manage a complex organization
- ☑ Demonstrate a deep commitment to diversity and inclusion
- ☑ Consensus-builder who will pursue collective decision-making processes that allow students, faculty, and staff to feel fully vested in the institution
- ☑ Collaborator who will "lead from within," utilizing tact, diplomacy, self-confidence, and appreciation of processes
- ☑ An open, friendly and transparent style of leadership characterized by high principles and frequent communication with all segments of the Institute's community
- ☑ Work effectively with the BOT and help them make wise, timely policy decisions
- ☑ Establish presence within the community of mental health and higher education professionals (both locally and nationally) which will enable cultivation of ongoing, as well as new synergistic, relationships for the benefit of the Institute
- ☑ Represent the Institute externally for purposes of enhancing the institution's image
- ☑ Enjoy and be effective in formal and informal interactions with students, faculty, and staff, providing opportunities to achieve a strong sense of community
- ☑ Value the concept of shared governance; support and understand the role of the faculty, as well as encourage input from staff in decision making.





PROCEDURES FOR APPLICATION AND NOMINATION

This search is being assisted by Academic Search, Inc. Applications should consist of: (1) a detailed cover letter addressing the expectations of the position as outlined in this profile; (2) a current curriculum vitae (CV) demonstrating relevant administrative responsibilities and accomplishments; and (3) a list of five professional references with contact information and a brief explanation of the candidate's working relationship with each. References will not be contacted without explicit permission from the candidate and at a later date. For more information about the institution, please visit <https://www.icsw.edu/>.

Nominations and applications (in Word format) should be sent electronically to ICSWPres@academic-search.com. The position will remain open until filled, but only applications received by **Monday, January 7, 2019** can be assured full consideration. The search committee and those of us at Academic Search are committed

to the highest standards of executive search, including providing the greatest degree of confidentiality.

Nominators and prospective candidates may also arrange a confidential discussion about this opportunity with Maya Ranchod Kirkhope, Senior Consultant at Academic Search, Inc., by contacting mrk@academic-search.com or (703) 380-9195.

AN EQUAL OPPORTUNITY EMPLOYER

ICSW believes in equal opportunity for all, regardless of race, religion, ancestry, color, sex, age, physical or mental disability or medical condition, national origin, marital status, sexual orientation, gender identity, covered-veteran status and/or any other factor protected by law. It is our policy to hire and promote the most qualified applicants and to comply with all federal, state, and local equal employment opportunity laws.

ABOUT ACADEMIC SEARCH

Academic Search, Inc. is assisting the Institute for Clinical Social Work in this work. For more than four decades, Academic Search has offered executive search services exclusively to institutions of higher education. Academic Search was founded on the principle of strengthening higher education leadership through professional search services. We are the only search firm in the nation with a formal relationship to a premier leadership development program. As the subsidiary of the American Academic Leadership Institute (AALI), Academic Search provides substantial financial support to a number of leadership identification, development, and support programs across all sectors of public and private higher education. For more information, visit <http://www.academic-search.com/>.

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