

Assistant Professor- Social Work - 27390 Faculty

Description

The University of Colorado Colorado Springs will not sponsor work visas or permanent resident applications for this position.

Envision yourself in a collaborative, inclusive, and innovative work environment that has a deep commitment to position our graduates for success in their professional and personal lives. Visualize applying your energy and skills for an organization that respects and cares about its employees enough to offer some of the best benefits of the industry while encouraging every team member to grow, collaborate, and provide input on how to consistently make the workplace a place people love to work. Imagine working at a college that welcomes everyone — students, faculty, staff, and community members — regardless of their backgrounds, beliefs, or traditions. If what was just described is what you look for in a workplace, welcome to the <https://www.uccs.edu/> [[uccs.edu](https://www.uccs.edu/)]!

The School of Public Affairs (SPA) seeks applications for a tenure track Assistant Professor of Social Work. The typical time allocation for tenure-track faculty in the School of Public Affairs is 40% teaching, 40% research, and 20% service. The pre-tenure teaching load is a 2-2 (4 classes per academic year, typically 2 classes in each fall and spring semester); the post-tenure teaching load is a 3-2 (5 classes per academic year). The scholar in this position will primarily teach graduate-level courses in Social Work, with occasional course assignments at the undergraduate level as needed. The position requires a flexible teaching schedule to include day and evening classes as well as the ability to teach in a variety of formats (e.g., face-to-face, hybrid, and online). The assistant professor will contribute to curriculum development and accreditation processes. This position reports to the Chair of Social Work.

Who We Are:

The College of Public Service is a dynamic learning community serving those who seek to make a difference in the public sector. Degrees offered by the College of Public Service include the Bachelor of Social Work, Master of Social Work, Bachelor of Arts in Criminal Justice, Master of Criminal Justice, and Master of Public Administration. Our programs emphasize critical thinking and analytical skills necessary for leading and managing effectively in a diverse society. Our graduates are prepared to innovate in the complex world in which we live.

UCCS's Bachelor of Social Work (BSW) and Master of Social Work (MSW) programs launched in Fall 2020. More information about UCCS Social Work is available here:

<https://spa.uccs.edu/programs/social-work> [spa.uccs.edu].

The University of Colorado Colorado Springs (UCCS) is one of four campuses in the <https://www.cu.edu/> [[cu.edu](https://www.cu.edu/)] and is home to over 9,000 undergraduate and 1,800 graduate students. UCCS offers 53 undergraduate degree programs, 24 graduate degree programs, and 8 doctoral programs. UCCS is also home to the world's only Bachelor of Innovation™ program,

which allows our graduates to master multi-disciplinary skills and graduate ready to create real change in the world. UCCS was recently classified as a “High Research Activity” university by the Carnegie Foundation and takes pride in being the only higher education institution in southern Colorado that explicitly includes research as part of its mission. We have a strong focus in fueling student success by creating, using, and maintaining a multitude of offices – First Year Experience, Excel Centers, Academic Advising, and the Career Center just to name a few. Overall, UCCS is constantly focused of preparing our students to have success in the future, and we understand that every single employee on our campus has a significant effect on that focus.

The city, which was recently ranked as the number two Best Places to Live by [https://realestate.usnews.com/places/rankings/best-places-to-live \[realestate.usnews.com\]](https://realestate.usnews.com/places/rankings/best-places-to-live), known as **Olympic City USA**, rests at the base of Pikes Peak, the inspiration for the song “America the Beautiful” and a must-see for residents and visitors alike. The 14,115 foot summit is just one of dozens of area attractions, including scenic trails, museums, parks, a zoo and more. With a mild climate and 247 days of sunshine each year, the Springs boasts some of the state’s best recreation opportunities.

Job Duties:

The Tenure Track Assistant Professor – Social Work is an academic year (9 month) tenure-track position in Social Work.

Examples of the work required for Teaching (effort allocation: 40%).

- Preparing and teaching courses within the Bachelor of Social Work (BSW) major and Master of Social Work (MSW) graduate degree. Course assignments will cross both levels.
- Other teaching activities include but are not limited to: contributing to social work curriculum development, mentoring students on independent studies, and serving as a graduate thesis committee member.

Examples of the work required for Research (effort allocation: 40%).

- Maintaining a productive agenda of meaningful empirical research evidenced through peer-reviewed publications.
- Seeking and obtaining external funding for research.

Examples of the work required for Service (effort allocation: 20%).

- Being an engaged member of the College of Public Service and UCCS communities.

Service activities include but are not limited to: participating in faculty meetings; serving on Social Work, College of Public Service, and UCCS campus committees; participating in student recruitment activities; helping to build/maintain partnerships between the community and College of Public Service; mentoring part-time faculty; mentoring student organizations; new academic program development; and other activities as appropriate.

The job duties listed are typical examples of work performed by positions in this job classification and are not designed to contain or be interpreted as a comprehensive inventory of all duties, tasks, and responsibilities. Specific duties and responsibilities may vary depending on department or program needs without changing the general nature and scope of the job or level of responsibility. Employees may also perform other duties as assigned.

Work Location: Hybrid - to be determined with supervisor.

Remote work will be available for emergency events. This will be offered based on the emergency and allowance will come from leadership and the guidelines provided at the time of the emergency.

This position has been determined to be exempt from the overtime provisions of the Fair Labor Standards Act (FLSA).

What We Offer:

Salary Range: Generally starting at \$70,000 - \$77,000.

The salary of the finalist(s) selected for this role will be set based on a variety of factors, including but not limited to, internal equity, experience, education, specialty and training. The University of Colorado Colorado Springs offers excellent [http://www.cu.edu/employee-services/benefits-wellness/new-employee \[cu.edu\]](http://www.cu.edu/employee-services/benefits-wellness/new-employee), some of which include:

- Medical insurance, with the lowest cost option being \$0 to the employee
- Dental, Vision, Life and Disability insurance
- Mandatory retirement plans. Employees contribute 5% of their annual compensation. CU doubles that and contributes 10%
- Tuition Assistant Benefit available to you or a dependent
- Paid Parental Leave after 12 months of employment
- [https://www.cu.edu/treasurer/faculty-housing-assistance-program \[cu.edu\]](https://www.cu.edu/treasurer/faculty-housing-assistance-program)

Tentative Search Timeline:

- Priority will be given to applications submitted by **November 14, 2022**. However, this posting will remain open until filled.
- The potential dates for interviews with the search committee will be the week of **November 28-December 2, 2022**.
- The potential dates for interviews with the supervisor and appointing authority will be the week of **January 16- February 1, 2023**.
- The potential employee start date is **August 14, 2023**.

The University of Colorado Colorado Springs is committed to providing a safe and productive learning, living and working community. To assist in achieving this goal, we conduct background investigations for all prospective applicants being considered for employment. Background investigations include a criminal history record check, and when appropriate, a financial and/or motor vehicle history check.

UCCS is an equal opportunity and affirmative action employer. In compliance with applicable laws and in furtherance of its commitment to fostering an environment that welcomes and embraces diversity, the University of Colorado does not discriminate on the basis of race, color, creed, religion, national origin, gender, disability, age, veteran status, sexual orientation, gender identity or expression, genetic information, political affiliation or political philosophy in its programs or activities, including employment, admissions, and educational programs. Alternative formats of this ad can be provided upon request for individuals with disabilities by contacting the Office of Human Resources at (719) 255-3372.

The Immigration Reform and Control Act requires that verification of employment eligibility be documented for all new employees by the end of the third day of work.

Qualifications

Please note that while the position details both required qualifications as well as preferred qualifications below, we want applicants to be aware that they do not need to have all of the desired skills and experience to be considered for this position. If you meet the minimum qualifications, have passion for the work, along with experience in a related field, you are encouraged to apply. We encourage on-the-job training for any additional skills or knowledge that become relevant to the position.

Minimum Qualifications:

Applicants must meet minimum qualifications at the time of start.

- Ph.D. in Social Work or a related social or behavioral science discipline from an accredited institution. ABD candidates will be considered; however, Ph.D. must be conferred by August 14, 2023.
- An earned Master of Social Work (MSW) degree from a program accredited by the Council on Social Work Education.
- A minimum of 24 months of post-MSW professional social work experience.

Preferred Qualifications:

- A minimum of 18 months of higher education teaching experience in Social Work, or a related discipline.
- Preference will be given to applicants with expertise in one or more of the following areas: (1) program evaluation/evaluative research, (2) trauma informed social work practice, (3) sports social work, (4) clinical social work practice, (5) military social work, and (6) advanced research methods (quantitative or qualitative).

Physical Requirements:

Physical requirements for a person to be successful in performing the essential job duties with or without reasonable accommodation are sedentary, to include exertion up to 10 lbs of force occasionally and/or a negligible amount of force frequently or contently to lift, carry, push, pull, or otherwise move objects, including the human body. The position involves sitting most of the time but ay involve walking or standing for brief periods of time. Physical requirement examples include reaching, handling, fingering, feeling, talking, hearing, and near acuity.

To perform this job successfully, an individual must be able to perform each of the established essential functions and meet the physical and environment demands described satisfactorily. The requirements listed are representative of the knowledge, skill, ability, physical and environmental conditions required of the employee on the job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions, physical and environmental demands.

Applicants with disabilities: If you have a mental or physical impairment, which limits one of your major life activities (e.g. walking, hearing, seeing, speaking, breathing, or learning) and require special accommodations for testing or interviewing, it is your responsibility to notify the office scheduling the interview or test at least 3 working days before the interview or test date. If you need special accommodations at the work site, you must notify the appointing authority or Human Resources.

Special Instructions to Applicants:

- Complete applications submitted by 11:59pm on Monday, November 14, 2022 will receive full consideration.
- Please apply at www.cu.edu/cu-careers [cu.edu] (job number 27390). Applications submitted by email or surface mail will not be considered.

- Upon request, please be prepared to provide five professional references (at least two previous/current supervisors), including their email contact information.
- Official transcripts for highest degree earned will be required upon hire.
- Statements of teaching and research philosophy are required as part of the application.

If you have technical difficulties with your application, please contact the CU Careers help desk at 303-860-4200 #5 or cucareershelp@cu.edu. Job related inquiries should be directed to the posting contact, Johanna Baez, jbaez2@uccs.edu The University of Colorado Colorado Springs will not sponsor work visas or permanent resident applications for this position.

Application Materials Required: Cover Letter, Resume/CV, Unofficial transcript(s), Statement of Research Philosophy, Statement of Teaching Philosophy, Additional Attachments - Refer to Application Materials Instructions Below

Application Materials Instructions: Please identify the job specific minimum qualifications you possess in your cover letter and be sure your resume includes any and all relevant experience to be accurately assessed against the qualifications listed in the posting. To apply, please submit the following application materials to this posting.

1. A current resume. Must include date ranges and whether the position was full time or part time.
2. A cover letter that specifically addresses the job requirements and outlines qualifications.
3. Unofficial transcripts.
4. Statement of teaching philosophy
5. Statement of research philosophy
6. Evidence of scholarship
7. Evidence of teaching effectiveness
8. Unofficial transcript for doctoral coursework. In order for an application to be considered, applicants must label each required attachment with the relevant title, attach the required documents for this position announcement to the submission and check the Job Specific Attachments box next to each document in the submission.

Job Category: Faculty

Primary Location: Colorado Springs Department: C0001 -- Colorado Springs Campus - 40085
- SPA Social Work

Schedule: Full-time

Posting Date: Oct 4, 2022

Unposting Date: Ongoing Posting Contact Name: Johanna Baez Posting Contact Email: jbaez2@uccs.edu Position Number: 00802555