

The Master of Social Work (MSW) Program at University of the Pacific, School of Health Sciences, invites applicants to apply for a full-time, 12-month Field Education Director and Assistant/Associate Clinical Professor position.

The MSW Program offers a specialized practice concentration in health care social work, with opportunities for students to focus further in health-related areas such as mental health and aging. The curriculum follows the competency-based education model of the Council on Social Work Education (CSWE) and integrates inter-professional and simulation lab training activities.

The accelerated hybrid program includes a 16-month accelerated sequence for students with any bachelor's degree except for social work and a 12-month advanced standing option for students with a bachelor's degree in social work.

Teaching is the primary focus of faculty at the University. We aspire to promote student learning within a humanistic environment such that students are competent and enthusiastic about providing evidence-based and culturally sensitive patient-centered care.

The MSW faculty at University of the Pacific is responsible for providing all aspects of didactic and clinical education for the Program as well as participate in cross-teaching activities within the School of Health Sciences.

The Field Education Director is responsible for leading and managing all aspects of field education programming for the MSW program, including the assurance that all aspects of CSWE accreditation standards are met.

Scholarship and research are also valued at University of the Pacific. The MSW Program is committed to contributing to a science of social work through community-based, participatory, practice-based and other forms of research that enhance knowledge of diversity, the protection of human rights, and the pursuit of social, economic, and environmental justice.

The intent of research efforts is not only to increase the discovery and dissemination of knowledge, but also to focus on faculty and student scholarship as part of the University's overall educational mission.

The role of the instructional faculty within the MSW Program at University of the Pacific is to provide instruction as assigned in areas of knowledge and expertise.

The successful instructional faculty candidate will be part of a highly motivated, cohesive faculty of experienced educators working as an interdisciplinary team to deliver comprehensive MSW curriculum preparing students to practice in a

Position Description

variety of health care settings. The successful candidate will work in collaboration with other MSW faculty members within the program to provide expertise and contribute to a collaborative working environment. This position will report directly to the MSW Program Director.

- **Job Description:**

- Leadership and management of all aspects of field education programming for the MSW program.
- Participation in the CSWE accreditation process, with leadership for the field education components of the process.
- Participation in curriculum development, with leadership for the field education components of the curriculum, including effective linkages between field education and didactic curriculum.
- Participation in department meetings, college and university committees, and state and/or national organizations.
- Academic: Academic advising and career mentoring, classroom teaching, participation in course assignments in a team teaching environment, guiding student directed scholarly work, and establishing a personal program of scholarly activity.
- Performs other duties as assigned.

- **Responsibilities:**

- Providing leadership in the recruitment, development, and approval of internship sites locally and across the state of California.
- Overseeing University and agency internship agreements required for student internships.
- Collaborating with agencies to build partnerships, respond to changing needs, and mediate concerns and resolve problems.
- Developing and overseeing implementation of various orientations and training programs for agency field instructors, field faculty and students associated with field education.
- Planning placements and overseeing and facilitating the process of assigning MSW students to internships.
- Participate in the assignment of faculty and students to field classes.
- Coaching and mentoring field education faculty and students, including organizing and overseeing professional mentoring activities for students.
- Developing and overseeing the internship tracking database and access for students, field instructors, and field faculty.

- Providing advising support for students in conjunction with internship issues.
- Responding to student and/or agency emergency needs in a timely manner.
- Participating in the recruitment, hiring, supervision, and evaluation of faculty who provide field education.
- Developing field education curriculum and teach seminars and courses in the MSW Program.
- Developing and implementing systems to gather evaluation data and evaluating program assessments together with faculty to meet accreditation requirements and provide for continuous improvement.
- Participation in the CSWE accreditation process involving preparation of benchmark and self-study documents and hosting and responding to site visits and CSWE concerns.
- Attending regional meetings with local Field Education Directors related to field education issues and curriculum.

- **Scholarship Expectations**

One of the core values of the Program and the University is **Collaboration**, which is defined as “partnering for the common good.” Thus, collaborative projects with community organizations and public agencies, within the MSW program, and with other health sciences or other programs in the University will be encouraged.

- **Service Expectations**

Service is expected to the Program, the University, the community and the MSW profession. Contributions to the Program and the University might include committee work or appointments to positions representing the Program or University. It may also include other activities that are of value to and promote pride in the Program and University, such as participation in faculty development activities, student-faculty functions, and in graduation and convocation ceremonies. Professional service might include a range of activities not subject to peer review, as well as service in professional organizations at all levels.

In addition to the traditional expectations for faculty members, the culture of collaboration at the School of Health Sciences is especially important.

- **General Workload Distribution**

Workload varies by trimester, but is assigned by the Program Director in consultation with the faculty member. Emphasis is placed on balancing the academic requirements of teaching, scholarship, and service over the course of each year.

Specific workload and scheduling will be adjusted based on the faculty member's, as well as the Program's needs. In addition to scheduled assignments, professional activities outside the school (e.g., presentations, community leadership) will be supported, encouraged, and expected.

- **Promotion and Tenure & Annual Faculty Evaluations**

This is a non-tenure track position. Initial academic rank of assistant or associate clinical professor will be determined by the promotion and tenure committee, and will be based upon the individual's qualification and experience.

Faculty members are assisted in assembling and maintaining a dossier, which provides documentation of their activities and accomplishments during their academic careers. This document is valuable in planning and maintaining appropriate balance in activities, but also is essential documentation for promotion review by the University.

Faculty members' activities and accomplishments in the areas of teaching, scholarship, and service are evaluated yearly by the MSW Program Director, with these evaluations being forwarded to the Dean of the School of Health Sciences. Yearly evaluations may also be used to determine merit salary increases.

Other faculty members, both from within the School of Health Sciences and from other departments, may be enlisted to assist in mentoring junior faculty members in teaching and career development. This mentoring activity can be highly beneficial for both the mentor and the protégé, and is seen as a learning experience for all involved.

Basic Qualifications

1. Qualifications

The following qualifications are essential:

- Must hold a master's degree in social work from a program that is accredited by the Council on Social Work.
- Minimum of 3 years of post-MSW practice experience.
- Minimum of 1 year of experience in social work field internship placements and field education curriculum and seminars.
- Ability to work as a team with administrators, fellow faculty, staff, and students.

The following qualifications are desirable:

- Academic experience in Bachelor or Master of Social Work Education.
- Clinical supervision experience with MSW students and graduates.
- Doctoral degree in social work or related field.
- Experience in developing and overseeing the implementation of a field education program, including obtaining accreditation.
- Minimum of 1 year of experience in coordinating, implementing and evaluating a social work field education program, including supervising field education faculty and staff.
- Clinical social work licensure or eligibility for licensure.
- Practice and/or research specialization in one or more of the following areas:
 - Medical/hospital social work
 - Aging, palliative care, rehabilitation
 - Community health
 - Community mental health
 - Integrated behavioral health care
 - Healthcare evaluation/management
 - Healthcare policy/advocacy
- Emphasis on social justice oriented social work practice in teaching and professional work.
- Strong knowledge, skills and experience in working with diverse students and client/patient populations.
- Awareness and sensitivity to the educational goals of a multicultural population through cross-cultural study, training, teaching, and other professional experiences.
- Experience with online pedagogy.
- Sincere desire for personal growth and development as an educator, including teaching, scholarship, and service throughout one's career.

Additional Qualifications

Special Instructions	<i>The University of the Pacific is an equal opportunity employer.</i>
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Program Website	Go.Pacific.edu/socialwork