

VISIT CUW.EDU TO LEARN MORE.



Inviting Applications and Nominations for

Master of Social Work Program Director





Concordia University Wisconsin seeks a dynamic and experienced leader to serve as Master of Social Work Program Director. The candidate should demonstrate teaching experience in social work education and leadership and management experience in social work academia as well as a record of accomplishment in scholarship, teaching, and service.



OUR MISSION

Concordia University Wisconsin is a Lutheran higher education community committed to helping students develop in mind, body, and spirit for service to Christ in the Church and the world.

ABOUT THE UNIVERSITY

Founded in 1881, Concordia began with an inaugural class of 13 students meeting in the basement of Trinity Lutheran Church in downtown Milwaukee. Concordia University Wisconsin (CUW) is part of the Concordia University System, a nationwide network of colleges and universities that are each independently run but all affiliated with The Lutheran Church-Missouri Synod (LCMS).

CUW educates students across a broad range of professional fields and also offers professional church career education in the areas of Pre-Seminary studies, Lutheran teacher training, parish music, and church ministries leadership.

In 1978, the LCMS authorized Concordia to become a four-year, accredited college, expanding academic offerings to include programs such as teacher education, nursing, social work, and engineering. This growth led to a pivotal moment in 1982, when the LCMS purchased the former School Sisters of Notre Dame campus in Mequon, relocating Concordia just north of Milwaukee and creating space for long-term growth.

CUW is a learning community at the junction of knowledge and Christian faith, where students

develop their God-given potential and prepare to lead uncommon lives of higher professional purpose for the betterment of self and community. All of the six schools, 70+ majors/programs, and initiatives of the university are guided by shared fidelity to this central promise. With more than 8,000 students, CUW has a traditional median class size of 16 and a student to faculty ratio of 12 to 1.

Not only is CUW the safest campus in Wisconsin, it has the largest MBA program in Wisconsin and 30 varsity level athletics. It also boasts a 90% job placement rate.

Guided by its Lutheran identity and strategic plan for 2024–28, Concordia University continues to grow with purpose, developing students in mind, body, and spirit for service to Christ in the Church and the world.

CUW Purpose

Concordia University's Core Values and Mission Statement express our enduring purpose and identity; our very reason for existence as a place of Lutheran Christian higher education. All of the Schools, programs and initiatives of the University are guided by shared fidelity to this central purpose.

CUW Values

Bound by the Biblical and Confessional teachings of The Lutheran Church-Missouri Synod, the members of the Board of Regents, the members of the Concordia University Foundation Board, the President, and employees of the university shall act in a manner consistent with these core values.

- ▶ **Christ-Centered:** We have faith in the redemptive work of Jesus Christ.
- ▶ **Truth & Integrity:** We speak truth and display integrity in all our relationships.
- ▶ **Excellence:** We expect excellence in all our endeavors to support CUW's mission.
- ▶ **Service:** We serve others in caring, helpful, respectful, and knowledgeable ways.

CUW Vision

The faculty, leadership, staff, students, and alumni carry out Concordia's mission each and every day as we pursue a vibrant path to the future. Our vision is to be

well known nationally and internationally as a premier Lutheran Christian university, widely recognized for meaningful integration of faith and learning. Our alumni will assume significant servant leadership responsibilities in the Church and communities across the nation and around the world.

Master of Social Work (MSW)

A master's degree in social work is the most sought-after social services degree, but not all MSW programs are created equal. CUW recognizes the intricacies of the human experience and its goal is to prepare students to meet others exactly where they are. CUW's fully accredited, online program offers both full- and part-time course loads to prepare students as Advanced Generalists with the option to take clinical licensure courses toward their LCSW. CUW offers Regular and Advanced standing pathways, hands-on internships, and additional certification opportunities to further set students apart in the field. CUW's 100% online Master of Social Work provides specialization, training at all practice levels, and hands-on internships.





THE OPPORTUNITY

The candidate will have a Master of Social Work (MSW) from a Council on Social Work Education (CSWE)-accredited program. An earned doctorate in Social Work and a minimum of five years post-MSW practice experience is required. A minimum of five years full-time teaching experience in social work education and leadership and management experience in social work academia. Additional qualifications include record of accomplishment in scholarship, teaching, and service, and eligible for academic appointment at the rank of Associate Professor or above.

Key Responsibilities

The successful candidate will be expected to:

- Supervise, mentor, and teach courses across the MSW curriculum in alignment with program goals and CSWE competencies.
- Experience with the CSWE accreditation process including the self-study, guidelines, and timelines for accreditation for the MSW Program.
- Maintain accreditation for the MSW program.
- Plan and schedule MSW courses
- Oversee student recruitment efforts; manage student admission review process
- Recruit, maintain, and monitor MSW enrollment; meet with prospective MSW students
- Plan and conduct MSW information sessions and student orientations
- Develop and maintain MSW policies through a current Student Handbook
- Maintain curricular documents related to the MSW program (catalog, manual, handbook, website, brochures)
- Manage academic disciplinary actions such as student reviews, grade appeals, and special petitions
- Collaboration with the Coordinator of Bachelor of Social Work Program.
- Supervise, mentor, and support all social work faculty (including administrative assistants for program); complete annual evaluations
- Participate on the School of Health Professions leadership team
- Develop and monitor MSW annual budget

- Provide budget projections for the Department of Social Work
- Work and collaborate with other Departments within the School of Health Professions and with other schools within the university
- Develop, maintain, and facilitate the Department of Social Work's Advisory Board
- Develop and deliver high-quality, engaging, and inclusive instruction using a variety of pedagogical approaches.
- Advise and mentor MSW students on academic, professional, and career development.
- Maintain active involvement in program-level and university-wide committees, and uphold general faculty responsibilities (e.g., office hours, faculty meetings, program retreats).
- Provide service to the MSW program, the School of Health Professions, the University, and the wider community in support of Concordia's mission.
- Actively participate in the continuous development and refinement of the MSW curriculum to ensure relevance, rigor, and alignment with professional standards.
- Collaborate with MSW faculty in strategic planning initiatives for the growth and sustainability of the MSW program.
- Pursue an active peer-reviewed research and scholarship agenda in accordance with standards

outlined in the Concordia University Faculty Handbook.

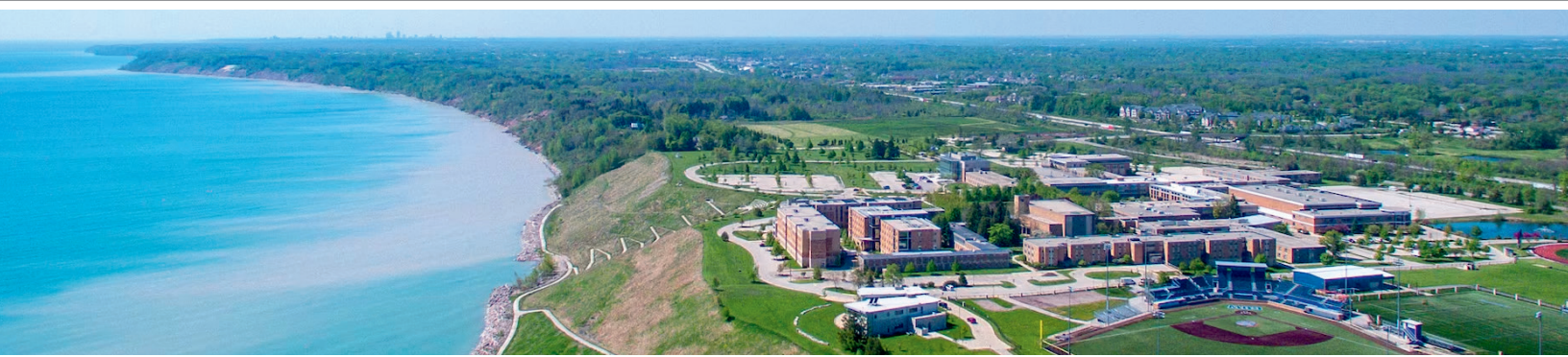
- Integrate a biblical worldview in teaching, mentoring, and service, consistent with the Christian mission of the University.
- Participate in university ceremonies and official academic events (e.g., Opening Services in August and December, and Commencement in May), wearing academic regalia as required.
- Engage in ongoing professional development to maintain expertise in the field and enhance teaching effectiveness.
- Perform other duties as assigned by the Dean, or University leadership.

Knowledge, Skills, and Abilities

- Knowledge of computer applications including Microsoft
- Ability to work with a diverse student population
- Accreditation experience
- Understanding of the intersections of social work and Christianity
- Ability to work independently, and as an effective team member and leader
- Ability to handle multiple priorities
- Knowledge and skills in program, faculty, and student development based on University guidelines and the Social Work Code of Ethics



- Excellent oral and written communication skills with the ability to work effectively with faculty
- Proven leadership and administrative skills (including assessment) within the field of social work in an academic setting
- In-depth experience working with University budget management
- Demonstrate ability to establish a learning environment that is student-centered, promotes the highest standards of the profession, and is responsive to student issues
- Ability to develop and maintain effective and constructive relationships with aligned departments, faculty, administration throughout CUWAA and in the community.
- Demonstrated ability to teach effectively across the MSW curriculum, incorporating diverse pedagogical methods and learning styles.
- Proven success in both face-to-face and online teaching environments, with a strong understanding of instructional design and student engagement strategies.
- Proficiency in using Learning Management Systems (preferably Canvas) to support instruction, communication, and course organization.
- Familiarity with CSWE accreditation standards, including program assessment, curriculum mapping, and competency-based education.
- Capacity to integrate social work values and ethics with a biblical worldview in teaching, advising, and professional interactions.
- Strong written and oral communication skills, with the ability to communicate complex concepts clearly.
- Commitment to cultural humility and inclusive practices in social work education.
- Capacity for independent initiative as well as team-based contributions to program development, assessment, and strategic planning.
- Willingness to engage in service to the university and broader community consistent with Concordia's mission.
- Ability to mentor students in both academic and professional development, fostering critical thinking, ethical practice, and reflective learning.
- Supportive of the mission and values of Concordia University Wisconsin/Ann Arbor and the Lutheran Church Missouri Synod (LCMS)



Linda Samuel, PhD

Dean, School of Health Professions, Professor

Dr. Linda Samuel has been the Dean of the School of Health Professions for the past 12 years. She began her tenure at Concordia University in 1995 as a faculty within the Occupational Therapy Department—within the School of Health Professions (SHP)—and later became the Chair of Occupational Therapy. Her background includes treating patients in behavioral health and cognitive rehabilitation. The programs offered at SHP include: Occupational Therapy, Physical Therapy, Speech Language-Pathology, Athletic Training, Radiologic Technology, Diagnostic Medical Sonography, Exercise Science, Social Work, and Rehabilitation Science.

Education

- ▶ PhD: Educational Psychology, Marquette University (2001)
- ▶ MS: Educational Psychology, University of Wisconsin-Milwaukee (1993)
- ▶ BS: Occupational Therapy, University of Wisconsin-Milwaukee (1984)



MEQUON, WISCONSIN

Located on Lake Michigan’s western shore, Mequon is known for its blend of rural charm and suburban convenience, located about 15 miles north of Milwaukee. Lutheranism has played a significant role in Mequon since the community’s early years. Some of the first German settlers were Old Lutherans who formed the first Lutheran congregation in Wisconsin. In the 21st century, there are more Lutheran churches in Mequon than churches of any other single denomination.

The Milwaukee River and its tributary, Pigeon Creek, flow through the eastern part of the city. Little Menomonee Creek and the Little Menomonee River, which are tributaries of the Menomonee River, flow through western Mequon.

Mequon’s early economy was primarily agricultural. Some farmsteads from as early as the 1840s and 1850s still stand in the community and are listed on the National Register of Historic Places. The first major businesses were hydro powered mills on the Milwaukee River and other businesses that served local farmers.

The mid-to-late 20th century saw diversification in Mequon’s economy. Retail stores opened to serve the increasingly suburban community and manufacturers opened plants. In 1983, Concordia moved from its campus in Milwaukee to a newly acquired campus in Mequon. In 1994, St. Mary’s Hospital Ozaukee opened.

As of 2015, the two institutions—both located in close proximity to Interstate 43—were among the largest employers in Ozaukee County.

Despite the growth of new industries, half of Mequon’s land remains undeveloped and agriculture continues to play a significant role in the local economy.

Mequon’s public schools are operated by the Mequon-Thiensville School District. The district has three elementary schools, serving grades kindergarten through fifth grade; two middle schools, each serving students grades six through eight; and one high school. Homestead High School serves all students grades nine through twelve.

Mequon is often called the “City of Trees” and is noted for its conservation efforts and extensive park systems, which contribute to its picturesque setting. Mequon contains more than two dozen parks and hundreds of acres of community parks and nature preserves operated by the city and some operated by the county.

While camping, hiking, fishing, and swimming are popular, so are golf, tennis, sledding, ice skating, snowshoeing, birdwatching, and baseball. Museums and dining are popular as well. From music festivals to farmers markets, there’s always something exciting to do in Mequon.

Application & Nomination Process

Confidential inquiries are welcomed, and nominations are invited.



MYERS MCRAE
EXECUTIVE SEARCH AND CONSULTING
(478) 330-6222 MyersMcRae.com

Applications

- 1) All application packets must include the following:
 - a) A letter of application that addresses the responsibilities and qualifications of the position
 - b) A current Curriculum Vitae
 - c) A letter outlining the applicant's teaching philosophy.
 - d) At least three references with full contact information including e-mail (*References will not be contacted without consent from applicant.*)

A background and criminal report will be conducted on the finalists selected for campus interviews.

- 2) **Submit application materials online, preferably as PDFs.** Additional information is requested with the submission of materials. **For best consideration, complete applications should be received before May 11, 2026.**

[APPLY HERE](#)

Nominations

Submit nominations with complete contact and e-mail information for the individual being nominated.

[NOMINATE HERE](#)

Consultant

Concordia University Wisconsin has retained Myers McRae Executive Search and Consulting to assist the Search Committee in its identification and review of the MSW Program Director. **Jennifer Barfield**, Executive Vice President and Consultant of Myers McRae Executive Search and Consulting, is the lead consultant for this search. **Request a conversation regarding this search at JenniferBarfield@myersmcr.com.**



It is the policy of CU to provide equal opportunity to all employees and applicants for employment in accordance with all applicable federal, state, and local laws. The University will not discriminate against or harass any employee or applicant for employment because of race, color, sex, pregnancy, national origin (including ancestry), citizenship status, physical or mental disability, age, marital status, gender, veteran or military status, predisposing genetic characteristics, domestic violence victim status, or any other characteristic protected by federal, state or local laws. However, CU is an institution of the LCMS and, to the extent allowed by law, CU reserves the right to give preference in employment based on religion. In addition, preference in holding certain employment positions is given to ordained or commissioned ministers of the LCMS. Based on a religious tenet, CU recognizes only male, LCMS ordained Ministers of the Gospel, but recognizes both male and female LCMS Commissioned Ministers of the Gospel.