Date: February 24, 2020

Dear UW Tacoma Community Colleagues:

We write with some updates about the Dean of Social Work & Criminal Justice search.

A- Process:
We have been working with the search firm Greenwood/Asher & Associates since November 2019. Between then and January 2020, we or they have facilitated 1:1s and listening sessions, as well as analyzed survey feedback, with various stakeholder groups (faculty, staff, and students) to learn more about the what everyone is expecting from their new dean in terms of dispositions, knowledge, and skills. Approximately 40 people have contributed to this process. We also asked stakeholders to identify what they see as key priority areas for the new dean. Feedback was synthesized and the themes has been a key part of our committee's various discussions.

B- Time-Line:
The priority deadline for applications was on January 31, 2020. Approximately 236 phone calls were made by Greenwood/Asher & Associates that led to a pool of 34 applicants. Overall, the pool was diverse and robust, especially given the timing of the search.

On February 11, 2020, the search committee met to discuss all of the applicants. After extensive discussion and a vote, 11 applicants were selected for Round 1 Zoom interviews, which took place on February 19, 2020 and February 20, 2020. We interviewed 10 candidates as 1 dropped out. From that pool, the committee selected 8 to proceed to the next stage for 360 referencing.

On March 11, 2020, Greenwood/Asher & Associates will visit the search committee again to go over 360 referencing feedback on select Round 1 candidates. This process allows will allow the search committee to have more detailed information about each applicant including findings from off-list references that will allow us to have a more in-depth understanding of each person's core strengths and weaknesses. At the conclusion of this meeting, we plan to select 3-4 finalists to invite to campus interviews.

April 06, 2020 (week of), finalists are tentatively scheduled to start visiting campus for 1.5-day visits. There may be back-to-back/staggered visits. As finalists are identified and itineraries finalized, we will communicate more detailed information about open forums and public presentations to the campus community in addition to stakeholder-specific groups. All public presentations will be recorded and everyone will have an opportunity to register feedback using an online survey in Catalyst.

April 13, 2020 (week of), the unit's voting-eligible faculty will vote on each finalist's rank and viability. Concurrently, the search committee will write its report and summarize stakeholder feedback. To clarify, to reduce bias, the search committee is not rank-ordering finalists by consensus or preference, but rather, are summarizing each finalist's core strengths and weaknesses based on community feedback. EVCAA Jill Purdy will synthesize all feedback and will plan to extend an offer shortly thereafter.

We will continue to keep you apprised of new developments. In the meantime, please feel free to contact one of us, or any member of the search committee, with questions.

Respectfully, from the Co-Chairs,
James McShay, Assistant Chancellor for Equity & Inclusion
Rachel Endo, Dean & Professor, School of Education