



**THE INSTITUTE  
FOR CLINICAL  
SOCIAL WORK**

**PSYCHODYNAMIC GRADUATE STUDIES**



**Search Profile:**

# **The Search for a New President**

# The Invitation

The Board of Trustees and President Search Committee of the Institute for Clinical Social Work (ICSW) invite applications, nominations, and expressions of interest for the position of President. ICSW, located in Chicago, Illinois, is proud to be the first and only independent, accredited, US school to offer a clinical social work PhD. ICSW also offers a robust MA program culminating in a counseling degree. It is ICSW's core mission to produce scholars and practitioners who advance the knowledge base and quality of psychodynamic practice in the fields of clinical social work and counseling. ICSW graduates are committed to serving diverse communities through their professional and academic contributions.

The President of ICSW must deeply understand and embrace the institution's core mission, recognizing it as an institution primarily devoted to psychodynamic clinical training, honoring and nurturing ICSW's rich history, and supporting interconnectedness among the institution's constituencies. A commitment to psychodynamic education is critical, as is the ability to authentically promote the Institute's values. Applicants with strong leadership and management experiences outside of higher education will be considered and encouraged to apply. The new President will be chosen in the late Fall of 2024 and will be invited to assume office early in 2025.

## Position Summary

The President is the Institute's chief executive officer and leads an eight-member Administrative Team – see <https://www.icsw.edu/administration>.

The President reports to the Board of Trustees (BOT) and works closely and collaboratively with the Board to develop and implement strategy, initiatives, and to support the ongoing work of ICSW.



# The Leadership Agenda

The next President of ICSW will guide the Institute in the education of our nation's future mental healthcare providers, fostering innovation in the delivery of care and preparing individuals to practice compassionately, engage in social justice, and promote diversity and inclusion. As the Chief Executive Officer, providing vibrant and creative leadership and models in the areas of shared governance, vision, strategic planning, budget and management, and program development will be key to fulfilling the needs of the Institute, its faculty and graduates. The President is also charged with all strategic and operational decisions within the day-to-day workings of the Institute and will make final decisions on hiring, policy changes, and developmental directions.

Although there are existing guideline policies and procedures, some refinement is expected: new policies and procedures need to be established; student recruiting activities are to be planned; and budgets, plans, facilities, and goal statements are to be created and monitored. The President, in close alignment with the Academic Dean, will oversee a broad spectrum of activities, including strategic visioning and planning, enrollment, expansion and strengthening academic program offerings, identifying new sources of revenue and fundraising. The terms "ideas champion," and "high energy brand ambassador," capture the dynamics of the post.

As is expected in any vibrant organization, there will be divergent and sometimes challenging views and expectations for educational programs and operational systems. Correspondingly, effective leadership of the Institute will require understanding the importance of a willingness to become informed about the institution's context, internal and external environments, as well as its history. Only then can the Institute's programs, and operations be effectively communicated to its many constituencies and its potential influence exercised.





# Opportunities & Challenges

## Expanding Enrollment

**Recruiting, marketing and enrollment growth are of the highest priority for the new President.** Along with their administrative team, the President in collaboration with the faculty must develop a strategy for focused growth of existing onsite and distance learning program offerings. Further exploration of continuing education, new certificate programs and the expansion of master's programs should be explored to achieve the desired financial goals.

The President needs to evaluate enrollment data and assess ICSW's various enrollment initiatives, discarding those which are 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 with public relations and programming to better support enrollment growth.

Growth of the student body will generate a number of challenges, including an effect on the capacity of the physical plant, faculty and staff workload, and budgetary resources. Furthermore, managed growth also must be accompanied by more stringent program standards and the use of appropriate assessment to measure outcomes and ensure the highest quality returns for the students.

## Building The Budget

It is incumbent upon the new President to ensure fiscal responsibility and accomplish the business needs of ICSW while maintaining the culture and having an appreciation for the teaching of psychodynamic education. The President, Vice President for Finance and Administration, and BOT will work as partners to ensure that the budget process and institutional plan are closely aligned to fulfill institutional priorities. These include 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). Developing new sources of revenue, such as grants and contracts, in support of current programs and new initiatives will be essential. The institutional leadership and BOT will be key partners in this task.

# Opportunities & Challenges

## Strategic Planning

Although there is an institutional planning document, the new President will be asked to articulate a much more detailed, clearly defined vision for the future of the Institute. The current strategic plan will conclude in 2025. The new plan should be built upon and address critical issues such as enrollment, strengthening existing academic programs, securing financial resources, marketing and branding, board development, and such. It will be important for the planning process to invite participation by the Institute community, utilizing a clearly defined and transparent policy and decision-making structure.

## External Relations and Partnerships

The President must be a visionary leader, willing to be visible in the greater community, and ready to work with active and engaged trustees and faculty to nurture existing relationships and to generate new and strong local, regional and national partnerships. The Institute is well positioned to partner with the region's business leaders and enjoys a strong reputation for quality clinical instruction over conventional academic approaches to graduate education customized to the non-traditional student, specifically adult students returning to school via distance learning. However, that reputation must reach beyond the region if opportunities for its graduates are to be increased along with strengthened enrollment. Commitment to outreach and engagement will be essential to accomplish this objective.

## An Inclusive Community

The President will foster a platform for dialogue with constituents to develop a plan for strengthening diversity and inclusion to ensure that the Institute is building new and relevant pathways for higher education that increase student access and expand opportunity. These efforts will also include building a more diverse faculty and staff as the new President advocates for and provides leadership in all matters related to diversity, equity and inclusion. Purposeful recruitment efforts targeted at reaching underrepresented groups will be essential to building an inclusive community.



# Desired Characteristics

The President of ICSW must embody a profound understanding of its core mission, recognizing it as an institution primarily devoted to clinical training. They should embrace and nurture the unique spirit of ICSW, honoring its rich history and fostering a sense of interconnectedness among its members. A commitment to psychodynamic education is critical, as is the ability to authentically promote the Institute's values. Prospects with strong leadership and management experiences outside of higher education will be considered and encouraged to apply.

## Additional Qualifications

- Doctorate preferred - PhD, PsyD, DSW, or EdD, or other professional doctorates from an accredited institution; or a professional master's degree combined with extensive leadership experience managing a complex organization will be considered.
- Senior level experience leading and managing higher educational organizations with specific experience in enrollment management and financial affairs combined with the strong entrepreneurial skills to build and implement new models and revenue sources.
- Sets a high priority on diversity, equity and inclusion.
- Willingness to work within a professional graduate school that highly values open, transparent honest dialogue.
- Strong team building skills with the establishment of goals and accountability measures.
- The ability to serve as a positive, outward-facing advocate for the institution, with energy to elevate ICSW's profile within the wider community, fostering both financial support and diverse recruitment efforts.
- A resilient leader capable of navigating challenges and contentious issues.
- Exceptional communication skills, including active listening and an engaging and inclusive style with constituents.
- Adept at fostering collaboration and teamwork, both within the administrative team and with the Board, keeping them informed and involved in critical discussions.
- Fundraising prowess and the ability to leverage connections within Chicago's philanthropic community to secure significant donors and enhance the institution's visibility within Chicagoland.
- Active collaboration with the Board on fundraising initiatives, partnership development, and the recruitment of new trustees, ensuring a unified and proactive approach to advancing ICSW's mission and objectives.
- Evidence of skill in networking, forging connections with diverse groups and schools to enhance collaboration and broaden the institution's reach.
- Adeptly manage the balance between onsite and distance learning formats, prioritizing the strengthening of the onsite program.
- Administrative and business acumen are indispensable.
- Focus on engaging inactive faculty and fostering inclusivity.
- Recognizing the invaluable contribution of staff, the President should honor and support them.
- Stability is paramount, requiring a leader who fosters dialogue about the evolving nature of education and ensures clarity in communication.
- Successful experience with accreditation is vital.
- Transparency with stakeholders about the Board's role and decisions.

# About ICSW

## History

The Institute for Clinical Social Work (ICSW) was started by a small group of visionary social workers from leading Chicago-area institutions. The founders were aware that most doctoral programs in social work focused on policy, administration, and research, with little preparation for clinical work. ICSW's founders understood why these programs resided within universities, where they were pulled in multiple directions by the needs of the larger institution, its competing departments, and its dependence on grant-winning research. In 1979, discussions began with a group of 14 prominent social workers. The group met to begin developing a plan for an independent higher educational institution to offer advanced clinical training. Two years after the initial discussions, on November 3, 1981, ICSW drafted its articles of incorporation and submitted its application for incorporation to the Illinois Board of Higher Education. In 1983, twelve faculty members welcomed its first class of six students into the PhD program. On March 19, 2012, the Institutional Actions Council of the Higher Learning Commission approved the MA program in clinical counseling and psychotherapy.

ICSW became the first and only independent, accredited clinical social work PhD program in the United States. It boasts 130 full- and part-time students and 60 faculty. ICSW remains independent and fully accredited by the Higher Learning Commission. It is recognized across the nation for its focus on clinical training, outstanding faculty of scholar-practitioners, dedication to students, and contributions to the field of psychodynamic education.





# Mission and Values

## Mission

The **mission** of the **Institute for Clinical Social Work**, an **institution** of higher education, is to prepare scholars and practitioners to advance the knowledge and quality of practice in the fields of **clinical social work** and counseling and to serve diverse communities through professional and academic contributions.

## Our Core Values

In keeping with our roots in social work and our commitment to social justice, we develop psychodynamically informed professionals who recognize and celebrate diversity, practice compassionately, and have the knowledge and skills to empower people to lead meaningful lives.

*ICSW* strives to build an academic environment that reflects, values, respects, fosters, and serves diverse populations throughout Chicago, regionally, nationally and internationally.

- **Strategic Pillar One**  
Maintaining a dynamic academic enterprise
- **Strategic Pillar Two**  
Creating a compelling brand
- **Strategic Pillar Three**  
Positioning the institution for growth





# The Faculty and Academic Programs

## Faculty

ICSW's 60 faculty is comprised of committed professionals fully engaged in successful clinical practice roles outside of ICSW. They are drawn to their work with students because of a commitment to advancing psychodynamically oriented education.

Faculty are deeply committed to students, from master's candidates entering the field prepared to excel in their early clinical careers to doctoral students completing and defending their dissertations.

In addition to their dedication to the student body and the curriculum, the faculty also maintain a connection to each other, strongly valuing collegiality and communication, which historically has supported the growth of longstanding professional and social relationships among them. The term, "beyond the call of duty," would encapsulate the time spent and efforts of faculty in supporting ICSW's mission. The President of ICSW ideally would seek out and value being connected to the faculty. The faculty is committed to reviewing its curriculum and course offerings to include greater diversity in readings and syllabi and to hiring a more diverse faculty.



# The Faculty and Academic Programs

## The Academic Programs

ICSW prepares scholars and practitioners in the fields of clinical social work, counseling, and psychotherapy. A combination of theory, research, and clinical learning within a psychodynamic framework provides students with the experience to become leaders in clinical, administrative, and academic environments. Intensive clinical training is 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 clinic, allowing practicing clinicians to make their current professional concerns and ambitions central to their graduate studies.

ICSW offers both master's and doctoral programs through onsite, distance and hybrid learning opportunities. It is a unique and highly regarded Clinical Social Work and Counseling & Psychotherapy program designed specifically for clinicians practicing in the field. The master's program goes beyond licensing requirements to ensure that students gain the clinical education and supervised clinical experience for which ICSW is known. Distance and on-site students all enjoy direct personal faculty guidance and attention.

*Following is a description of the programs offered by ICSW*



# The Faculty and Academic Programs

## Phd Program

### *– Distance Learning Program, with Onsite Weekend Classes Once per Semester*

ICSW offers a PhD in Clinical Social Work that prepares clinicians/scholars for advanced practice, leadership, and scholarship in the field of clinical social work. The program offers a part- or full-time course of study that emphasizes the application of psychodynamic theory to a broad range of practice settings. The curriculum is centered around classes that meet two evenings during the week throughout the semester. Coursework incorporates clinical preparation, theoretical study, research experience, and case consultations with individual faculty.

The clinical PhD program is offered in a distance learning format and structured so that students meet in real-time with their fellow classmates and their instructor via live video, plus they travel to ICSW's Chicago campus once a semester for a weekend of classes.

### *– Onsite Learning Program*

ICSW's Onsite Learning Program also offers a part- or full-time course of study emphasizing the use of psychodynamic theory in a wide variety of practice settings. In the Onsite Learning Program, classes meet every other weekend (Friday/Saturday) throughout the semester on the Chicago campus. As with the Distance learning Program, Onsite Learning coursework includes training in clinical practice, theory and research.





# The Faculty and Academic Programs

## Master's Program

### - Hybrid Learning

The two-year Master's in Clinical Counseling and Psychotherapy program prepares students for practice in a wide range of clinical and community settings, for licensing requirements and for doctoral level education. The Master's program goes beyond licensing requirements, ensuring that students gain the deepest clinical education for which ICSW is so well regarded.

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

In both the PhD and Master's programs, students engage in intensive academic studies in social and psychological theories, research, and practice.

Both the Master's and Doctoral programs attract students who are highly motivated, intellectually curious, and dedicated to their personal and professional growth. They come from diverse backgrounds and experiences and bring unique cross-cultural and cross-racial perspectives, along with differing skill sets that contribute to the richness of the academic community.

ICSW strives to create a learning environment that celebrates and embraces the rich diversity of our student body. The faculty is committed to providing equal opportunities for all students to thrive academically, socially, and personally and work to ensure every student sees themselves represented in the curriculum. Faculty work toward helping students gain the knowledge, values, and skills to empower them to make a meaningful impact in their communities and beyond.

# Continuing Education

Non-degree options and continuing education are also offered at ICSW. The current non-degree/certificate programs at ICSW are the Pathways Program, for recent college graduates or those wanting to change their career and learn about psychodynamic therapy; the Certificate Program in Integrative Psychoanalytic Couple Therapy that trains seasoned clinicians to address the many challenges of working clinically with couples; and the Neuropsychology Study Group, which integrates neuroscience and clinical practice. For those who complete the Pathways Program, academic credit can be applied toward a Master's Degree at ICSW, should they wish to pursue that educational path. ICSW is currently working to expand our certificate programming to better meet the needs of social work and counseling professionals. ICSW also offers a wide range of continuing education presentations throughout the year, free or at low cost, to promote the value of psychodynamic clinical work in diverse settings.

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 skill to empower people, individually and collectively; to treat others respectfully and to live meaningful and decent lives. Whether earning a degree at the Chicago campus or through ICSW's pioneering blended programs, students emerge prepared to make substantial contributions to the future of counseling and clinical social work.

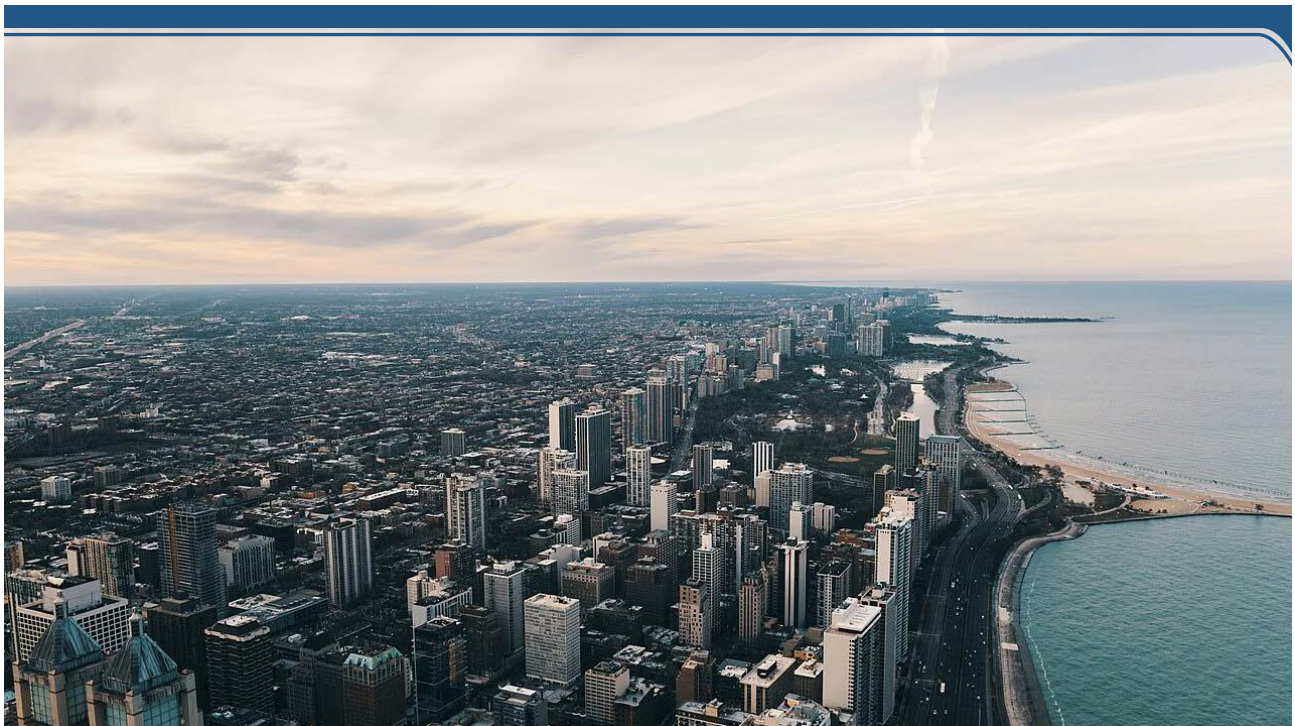


# Chicagoland

## – A Place Like No Other

The new President will reside in one of the world's most dynamic and cosmopolitan cities. From economic development to health care to the arts and unmatched cuisine, Chicago will provide a very attractive home for the new ICSW President. For more information about the City and all that it offers, see -

- **Chicagoland Chamber of Commerce**  
<https://www.chicagolandchamber.org/>
- **Choose Chicago: Museums and Culture**  
<https://www.choosechicago.com/things-to-do/museums-culture/>
- **Health.com: Best Hospitals in Chicago Area**  
<https://health.usnews.com/best-hospitals/area/chicago-il>
- **The Magnificent Mile**  
<https://www.themagnificentmile.com/things-to-do/events/#types=4&view=list-view>





# Applications, Nominations, and Expressions of Interest

Application materials should be submitted through the AGB Search portal system here: [Institute for Clinical Social Work President Application](#) and must include the following:

- A letter of interest addressing the leadership opportunities and attributes identified in this profile;
- A curriculum vitae; and
- List of five professional references with email addresses and telephone numbers, including their relationship to the candidate. References will not be contacted without prior authorization from the candidate.

All nominations, inquiries, and applications will be received and evaluated in full confidence. To assure full consideration, applications should be received by October 9, 2024.

---

Nominations and expressions of interest in the Presidential position are encouraged. Please direct them to [ICSWPresident@agbsearch.com](mailto:ICSWPresident@agbsearch.com) or to the AGB search consultants listed below:

**Joy Yablonsky**  
Executive Search Consultant  
AGB Search  
[joy.yablonsky@agbsearch.com](mailto:joy.yablonsky@agbsearch.com)  
Mobile: (215) 934-1386

**Frederick V. Moore, J.D./M.B.A.**  
Senior Executive Search Consultant  
AGB Search  
[fred.moore@agbsearch.com](mailto:fred.moore@agbsearch.com)  
Mobile: (712)299-2544

---

*The Institute for Clinical Social Work is an Equal Opportunity Employer. The Institute does not discriminate in access to its educational programs and activities, or with respect to hiring or the terms and conditions of employment, on the basis of race, color, national origin, religion, sex, gender identity and expression, political affiliation, age, disability, veteran status, genetic information or sexual orientation. The Institute for Clinical Social Work welcomes diversity in applications for this position and is committed to attracting a qualified and diverse workforce, consistent with its institutional Mission and in accordance with applicable law.*