

*Approved by The College  
15 Nov 2004*

## **School of Social Work Standards for Tenured Faculty Review**

Throughout their careers, tenured faculty members of the School are expected to teach, advise, and mentor students at the BA, MSW and PhD levels, to produce and disseminate scholarly work, to contribute service to the School, the College, the University, and the profession and to maintain professional ethical behavior. The present document outlines departmental standards and expectations in each of these areas, as these are to be applied to tenured faculty members during deliberations on annual merit salary increases and five-year post-tenure reviews.

**Teaching.** The departmental expectations for post-tenure faculty members in the area of teaching include the following:

1. Faculty members are expected to regularly update course outlines for existing courses by maintaining active familiarity with current scholarship and methodologies in their fields.
2. Faculty members are expected to develop new courses where this is warranted by developments in the profession and by the changing needs of the School, the College, and their areas of teaching and research.
3. Faculty members are expected to teach classes that meet the needs of the department and the College relative to student enrollment.
4. Faculty members are expected to demonstrate satisfactory teaching through regular evaluations of each course, in accordance with the current departmental and College practice in promotion and post-tenure reviews.
5. Faculty members are expected to provide direction for masters' and doctoral candidates' research.
6. Faculty members are expected to provide advising to undergraduate and graduate students as assigned to them by the DEO.

**Scholarly Work.** The departmental expectations in the area of scholarship include the following:

1. Faculty members are expected to maintain a productive program of research and scholarship, resulting in substantial, significant publications of high quality.

2. Faculty members must disseminate their scholarship by publishing peer-reviewed journal articles in social work and related disciplines, publishing refereed books and chapters, participating in peer-reviewed conferences, and other appropriate modes of disseminating new knowledge. Invited articles, chapters, and speeches in conferences and workshops are also evidence of recognized scholarship and its dissemination.
3. Faculty members must demonstrate efforts to obtain internal and external funding.
4. Faculty members must demonstrate continued development and growth and increasing visibility in ways consistent with the profession of social work and social work education.
5. Faculty members who have scholarly work in progress over a span of years (such as scholarly monographs, books) must demonstrate progress toward completion of such projects through producing articles or book chapters, writing grant proposals related to the project, giving conference papers and lectures related to the project, preparing and submitting a prospectus for potential publishers, obtaining a publication contract, or other comparable accomplishments.

**Service.** Service for post-tenure faculty members is expected to support the mission of the School and reflect increasing leadership and service consistent with rank and seniority and include the following:

1. Faculty members are expected to participate in the administration of academic programs by helping maintain, reinforce, and develop them. This service may include coordinating an academic program or chairing a curriculum sequence or concentration.
2. Faculty members are expected to serve on departmental and collegiate committees.
3. Faculty members are expected to serve as reviewers for journals, presses, funding organizations, and for promotional or departmental reviews outside the University.
4. Faculty members are expected to serve on committees and boards or perform consultative functions for local community, state, regional and/or national social welfare agencies; and/or hold offices or serve on committees of professional organizations.