

TENURE AND PROMOTION GUIDELINES APPLICABLE TO ALL CASE FACULTY

(Approved February 1, 2012; Title Amended September 25, 2017; Updated September 1, 2020; approved by College Chairs, September 29, 2020; updated to reflect college name change June 11, 2021; Updated and approved by College Chairs, March 8, 2022)

Scholarship or Creative Performance

Effectiveness in Research, Scholarship, and Other Creative Activities: The individual is judged upon the quality of scholarly attitude, the capacity for independent thought, originality and quality of published and unpublished contributions to knowledge, the application of creative approaches to new problems, the effectiveness in planning for future research and study for himself or herself and for students, professional recognition of research efforts, and the effectiveness in the administration of research projects.

Specific to the Department's needs and standards, we interpret these criteria as including, but not limited to:

- Active and ongoing pursuit of research, presentations and/or publications with a minimum of **two peer-reviewed articles** in a journal relevant to the social work profession.
- a minimum of **two peer-reviewed presentations** at conferences at the state, regional, or national level

Also valued are: **(1 required)**

- engagement in professional social work workshop development and training
- Research-informed professional social work practice presentations/events/trainings on campus, in the community, or other venues
- participation in grant-related activities, program/curriculum proposals and other departmental and University reports
- engagement in the Council on Social Work Education (CSWE) self-study process for accreditation and reaffirmation—including writing portions of the accreditation self-study reports

Service

Effectiveness in Rendering Service: The individual is judged upon recognition in the professional field; consultation of high professional quality in business, cultural

- mentoring new faculty/peers in curriculum development in alignment with Educational Policy and Accreditation Standards (EPAS) prescribed by the Council on Social Work Education (CSWE); pedagogy, teaching platforms, and modeling effective teaching skills in professional social work education to train effective and ethical social work generalist practitioners.
- peer mentoring to colleagues on campus and in the community
- outreach efforts to alumni, to the University, and to the community
- Collaboration with peers in and outside of the Department
- Participation on Departmental, College and University Committees

It is not expected that every individual will excel in all of the general criteria, but neither is it expected that the individual will have a complete void in any of the three areas. These criteria

TENURE AND PROMOTION FROM ASSOCIATE TO FULL PROFESSOR

Teaching:

Effectiveness as a Teacher: The individual is judged upon knowledge of subject matter, including current developments; active concern for the student's academic progress; and ability to organize and effectively present and evaluate coursework, including effectiveness in oral and written communication, ability to motivate student interest

CRITERIA FOR PROFESSOR MERIT:

Those seeking Professor Merit after five years in or in the fifth year of the rank of Professor should demonstrate ongoing, excellent, and significant activity over the past five years in the areas of teaching, research/creative activity, and service. For teaching, self-assessment, chair evaluations, peer review, and student evaluations should reflect effective teaching, syllabi should contain appropriate student learning outcomes with effective assessments that match the learning outcomes, and there should be evidence that the candidate continues to be abreast of recent developments or activity in the field during the past five years. For research/creative activity, there should be documented and ongoing evidence of a national and/or international presence in venues deemed by their department to be of appropriate and high quality in the discipline during the past five years. Evidence of active involvement in Council on Social Work Education (CSWE) accreditation efforts will also be heavily considered. For service, there should be evidence of continued and measurable service at the department, college, and university levels as well as an indication of professional service during the past five years.

Teaching:

Effectiveness as a Teacher: The individual is judged upon knowledge of subject matter, including current developments; active concern for the student's academic progress and development; and

the effectiveness in planning for future research and study for

- peer mentoring to colleagues on campus and in the community
- outreach efforts to alumni, to the University, and to the community
- Collaboration with peers in and outside of the Department
- Participation on Departmental, College and University Committees

It is not expected that every individual will excel in all of the general criteria, but neither is it

- demonstrate commitment to excellence in professional advising and mentoring of students by being available to students, modeling professionalism, discussing social work career options with students, and providing meticulous course scheduling assistance.
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