

Statement Required by Section 7.12 of the Regulations Concerning Faculty Tenure

DEPARTMENT OF SOCIAL WORK

College of Education and Human Service Professions
University of Minnesota, Duluth

I. Introductory statement

This document describes with more specificity the indices and standards which will be used to evaluate whether candidates meet the general criteria in Section 7.11 of the Regulations. For a complete perspective, the reader is advised to review Section 7.11 and 7.12 in their entirety.

II. Departmental Mission Statement

The mission of the Department of Social Work is to provide high quality teaching, research and service related to social work and the other human service professions. The ultimate goal of this activity is to better meet the needs and develop the potential of the constituencies served by these professions.

Teaching and advising focus on enabling students to develop the knowledge, skills, attitudes and values to serve effectively as social workers in agencies and communities upon completion of coursework or programs. Current efforts emphasize the development of a coherent curriculum and providing effective teaching within the curriculum. Advising will assist students in making informed decisions among educational alternatives and in developing their social work careers.

Research efforts focus on developing and disseminating new knowledge which will ultimately lead to effective delivery of human services. Research which meets the needs of local and regional human service agencies and clients, as well as research which appears in national literature, fulfill this research mission.

Service and outreach activities provide direct assistance to the human service systems, professionals and clients in Minnesota and neighboring regions. As a professional department it is important that faculty and students participate in the local human service systems, not only to be of assistance to the systems, but also to be contemporary with respect to the problems and issues faced in the field.

The Department of Social Work has particular concerns for groups within our society who are presented with unusual barriers in attempting to meet their needs and achieve their potential. Social work at UMD continues to work toward meeting the needs of American Indians as part of an overall effort to reduce the effects of discrimination in our society. Other constituencies of particular concern are women and rural communities.

The Department of Social Work is mutually interdependent within the context of the University of Minnesota and the wider community it serves. The Department recognizes its responsibility to contribute to the mission of the College of Education and Human Service Professions and to other units of the University; the Department simultaneously seeks support from these same units.

III. Criteria for Tenure

The Department of Social Work uses the College of Education and Human Service Professions guidelines as a basis for evaluating faculty for tenure. The criteria for tenure therefore include effective performance in the areas of 1) teaching, 2) research, and 3) service. Effectiveness of performance is required in each of these three areas; the weighting of relative importance of the categories will be consistent with work assignments.

Special consideration is given to the relationship of the faculty member's performance to the stated departmental and collegiate priorities during the evaluation period. Performance by the faculty member which directly furthers the accomplishment of written departmental and collegiate goals provides stronger evidence for tenure; performance which is less directly related to departmental and collegiate goals provides weaker evidence.

More specific comments regarding each of the three categories of performance appear below:

A. Teaching

Effectiveness in teaching is based on evaluation of the following:

1. Quantity and breadth of teaching effort.
2. Quality of course content
3. Course implementation and instructional effectiveness
 - o (includes supervision of field experience)
4. Continued study and scholarship relative to improving academic and/or professional competence.
5. Instructional consultation with individual students (includes supervision of field experiences, practica and internships)
6. Graduate and undergraduate advisement (includes program planning and career development)
7. Work on research with direct implication to departmental or collegiate curriculum, to courses or programs.
8. Design and development of new exemplary programs
9. Design and development of new courses, innovative instructional materials, techniques, or procedures.
10. Involvement in outreach or inservice education activities.

B. Research

Primary emphasis is given to the production of materials that appear in referred collections or are otherwise evaluated by peers or colleagues. Examples of journals include Social Work, Social Service Review, and the Journal of Social Work Education. Faculty members may receive equal credit for publishing in their areas or disciplines of expertise, with mental health, child protection, sociology, and psychology serving as examples. Examples listed above are intended to be illustrative and are in no way exhaustive.

Cooperative efforts in research and publication are encouraged, and evaluation of faculty members should not be lowered because collaboration with peers results in joint publication. Individual independent research is also expected.

Distinction in research is based upon:

1. Single-author books or monographs
2. Articles published in referred journals
3. Articles published in non-referred journals, evaluated through an alternative peer review process.
4. Multi-author books, editor of book or other published instructional materials, including authorship of individual chapters in books
5. Published reviews or critiques
6. Articles in public media based on professionally-related research or scholarly activity
7. Juried media presentations, such as videodiscs, films, and other audiovisual work.
8. Presentation of papers at national meetings of professional organizations
9. Grant development and administration resulting in written reports which are published or evaluated through a peer review process.
10. Reports based on research, distributed by a sponsor, such as a tribe or other governmental entity or professional association

C.Service

Professionally-related community and public service is given significant emphasis within this category. Professional service is evaluated on the following:

1. Professionally-related community and public service
2. Editor, editorial board member, or referee for a professional journal or similar publication
3. Officer, member of board of directors, or chairperson of a major standing committee in a professional organization
4. Active, influential participation on task forces, review panels, etc., which have been constituted to address immediate or critical problems within one's professional area.
5. Research within one's discipline or professional area which impacts primarily on public policy or the operation of governmental units or human service agencies.
6. Consultantships which contribute to the individual's teaching or research
7. Panel member, moderator, or workshop leader at a professional meeting, or participation in planning a conference or other professional meeting
8. Committee member within professional organization

IV. Promotion

A. To Associate Professor

Promotion to Associate Professor is based on effectiveness in teaching, professional distinction in research, and professional service. The primary criteria for promotion and tenure are demonstrated competence in teaching and research. A history of professional service can strengthen the possibility of promotion and tenure.

B. To Professor

For promotion to Professor, in addition to continuing to meet the criteria used for Associate Professor Appointments, evidence is sought for:

1. a national and/or international reputation as shown, for example, by invitations to present at national or international symposia, election to professional organizations, holding offices in national or international societies, funding of proposals submitted to outside agencies for research, development or training programs, and/or further publication of articles in referred journals or contributions to books or anthologies.
2. national leadership in one's professional field as shown by letters from authorities in that field.

V. Procedures

The Department of Social Work complies with procedures for promotion and conferral of indefinite tenure set forth in Section 201.000 of the collective bargaining agreement between the Regents of the University of Minnesota and the University Education Association.