

Policy and Procedure Arizona State University		Number SWK 501
Manual Social Work	Section Student Related Policies	Page 1 of 3
Subject Faculty Performance Expectations		Revised Spring 1995

PURPOSE To establish an understanding of performance expectations for School of Social Work Faculty

SOURCES School of Social Work Faculty Council

APPLICABILITY All Faculty, School of Social Work

POLICY Faculty Performance Expectations

Rationale :

This statement is intended as a guide to help faculty understand performance expectations and evaluation procedures. The policies and procedures described in this statement are intended to be consistent with University policies and procedures, Council on Social Work Education accreditation standards, and the School's Mission Statement. In cases of inconsistencies, the University policies (ACD) will prevail.

The School of Social work operates within a framework of three interrelated dimensions. Research, teaching and service are inextricably woven into the tapestry which forms contemporary social work practice. The School promotes sensitivity, appreciation and respect for commonalities and differences among people. All members of the School attempt to model the values and ethics inherent in the profession of social work.

Individual faculty contribute to the common good in different ways; thus, performance evaluation and promotion and tenure procedures should be sufficiently flexible to allow recognition of different types of contributions. Similarly, the mission of the School is furthered by a combination of individual and collective efforts; thus, performance evaluation and promotion and tenure procedures should be sensitive to both. In recognition of the fact that excellence may manifest itself in diverse ways, the broad goal of performance evaluation procedures is to ensure that diverse contributions by faculty are recognized, rewarded, and encouraged.

A. Assumptions

1. Expectations of faculty performance must be based on a foundation of accomplishments.

Policy and Procedure Arizona State University		Number SWK 501
Manual Social Work	Section Student Related Policies	Page 2 of 3
Subject Faculty Performance Expectations		Revised Spring 1995

2. Faculty are responsible for the development of their materials submitted in evidence of performance. While the Personnel Committee and/or Director may seek and use additional material during the evaluation process, neither the Director nor the committee is responsible for identifying or evaluating accomplishments not submitted by individual faculty.
3. Personnel Committee annual evaluations for merit are advisory to the Office of the Director. Both the Personnel Committee and the Office of the Director are responsible for independent evaluations for promotion and tenure.

B. Background for Evaluation of Research

A primary function of social work research is to support practitioners, communities, and societies in improving the quality and delivery of needed services and contributing to positive social conditions. There are multiple ways of influencing practice and developing knowledge and policy. Thus, social work research is not limited to a particular approach, a circumscribed set of methodologies, or a narrow range of research topics.

Each faculty member has the freedom and prerogative to make individual choices about the best method for achieving quality in scholarship. Research that reflects a faculty member's expertise and areas of specialization, that results in publications such as articles in refereed journals, book chapters, and books (excluding those published by vanity presses) that are consistent with the School's Mission, and that are integrated into teaching and service, shall be viewed as evidence of a significant contribution.

C. Background for Evaluation of Teaching

1. Faculty are expected to demonstrate competence in teaching related to the curriculum demands in at least two programs: BSW, MSW, or Ph.D.
2. Course syllabi represent consensual collegial contracts on essential content within the framework of university and accreditation requirements. This content is to be included but the method for delivering the content is to be determined by the instructor. Teaching activities are varied and include learning outside of the classroom, especially in the mentoring of students, in research or service activities.

Policy and Procedure Arizona State University		Number SWK 501
Manual Social Work	Section Student Related Policies	Page 3 of 3
Subject Faculty Performance Expectations		Revised Spring 1995

3. Faculty are expected to teach two to three required courses per semester including field liaison except where there is a written variance negotiated with the Director.

D. Background for Evaluation of Service

1. Service to the School, university, and profession and/or public is an integral dimension of social work scholarship.
2. School and university service includes contributions to activities such as: governance, program development, administrative assignments, and service on departmental or university committees. Community service can involve the engagement of faculty expertise in social work related agencies and is provided on a pro bono basis.
3. For purposes of promotion and tenure, exceptional quality of community service should be assessed primarily in relation to service to the public and the profession. It should be an extension of the faculty member's research, teaching and experience to the larger community outside the university.