The School of Social Work, a department within the College of Arts and Sciences affirms the belief that all of its faculty members should demonstrate annual high quality performance in the areas of teaching, service and scholarship. This in keeping with the understanding that the faculty member makes with his/her chair regarding the amount of emphasis to be placed in each of the three areas.

The School of Social Work recognizes the importance of allowing tenured faculty members to focus their efforts in either teaching or scholarship in order to maximize the faculty member’s strengths and best serve the school’s mission, goals, and objectives. The school further recognizes the necessity of having tenured faculty participate in decision-making and leadership of the school, college, and university through service responsibilities. Annual reviews will be conducted at the school and college level as they apply to teaching, service, and scholarship performance of all tenured faculties within the school. In general, the School of Social Work’s performance of all tenured faculty members is documented within the Faculty Activity Survey (FAS) as the basis for annual review.

The performance of every tenured faculty member is to be scheduled for review by appointed committees of tenured faculty peers from within the College of Arts and Science (this committee composition is anticipated until the School of Social Work has the unit capacity to form its own tenure and promotion committee). For this review the tenured faculty member will submit their FAS and additional documentation of the tenured faculty’s choice.

The reviewers will consider information applicable to the areas of teaching, service, and scholarship. In each of these performance areas tenured faculty within the school of social work will demonstrate:

1. Teaching minimal performance criterion, as measured through student evaluations, will be comprised of average-to-above-average student ratings as compared to the College of Arts and Science for three of five years, other evidence of teaching achievement at the discretion of the faculty, or demonstrating curriculum leadership within their own area of specialization and the quality of the advanced generalist graduate program.

2. Service performance estimates are established for efforts that mentor junior faculty and advance the school, College, or UMKC, including service outside of the university, is deemed essential for the maintenance and advanced of the school’s professional ranking at local, state, national, or international levels. Service within the university structure will be evaluated in accordance with those functions that most benefit the School of Social Work, the College of Arts and Sciences, and UMKC.

3. Scholarship attainment is to be evaluated within the context of a professional school within a college of arts and sciences, as evidenced by peer-reviewed publication in scholarly journals, books, presentations at regional, national, or international meetings, applications for internal or external support of scholarship, or book chapters, as documented by the FAS or supplemented by other evidence at the faculty member’s discretion for three of five years. The faculty member will document, through the FAS, that there is continuous effort to contribute to the knowledge and skills of the profession. The school places major importance on scholarship as an ongoing activity for those faculty who hold tenured positions.

Submitted for tenured and tenure track faculty review.

School of Social Work
College of Arts and Sciences
UMKC
11/06