

## USF School of Social Work Tenure and Promotion Criteria College of Behavioral and Community Sciences

### Philosophy and Principles

In developing appropriate criteria for promotion and tenure decisions the School has considered the goals we desire to attain in building our School as well as college and university guidelines, policies, and strategic priorities.

1. Our goal is to create a community of scholars whose members are, and are recognized to be, among the leaders in their chosen areas of research. We expect our colleagues to make cutting edge scholarly contributions that transform and shape the areas of scholarship in which they work.
2. We desire a School with a reputation for excellent and stimulating teaching at both the graduate and undergraduate levels. Social Work is a professional degree granting program and as such places significant emphasis on instruction.
3. Our School should offer a stimulating environment for staff and faculty and a psychologically safe environment necessary for professional growth.
4. Our School should help to serve professional, university, and community needs that social workers are uniquely trained to meet. Social Work is a professional discipline that places importance on public/community service. Thus, most Social Work faculty should be engaged in the community.
5. We recognize the principles of equity of assignment, resources, and opportunities of faculty across a multi-campus university.

### Criteria for Tenure and Promotion to Associate Professor

The granting of tenure is a judgment based on past performance and potential for future contributions. Tenure will be recommended by the School if, and only if, in the judgment of the School, the candidate has demonstrated a sustained record of productivity along with evidence that the candidate will continue to be an excellent scholar in Social Work, a first rate teacher, and a good colleague and citizen of the School, college and university.

Candidates are evaluated entirely on their own personal merit, and tenure is awarded





students and the status of the School's Social Work doctoral program. Therefore, while faculty are encouraged to serve on dissertation committees, the evidence for these activities will take into account the related opportunities at the time.

### Service

The third area of contribution which is to be assessed is service. Excellence in service is manifested by substantive contributions in one or more of the following areas: service to the University (department, college, and university service), the social work profession, and engagement with the community. We expect consistent participation in service that is necessary for the smooth operation of the School.

selectedexamples

Overview of the Process for Tenure