

St. Olaf College Social Work Program Statement of Criteria for Evaluation of Professional Activity for Tenure and Promotion - 2003

I. Introduction

The Social Work Program supports and evaluates the professional development of its faculty in keeping with:

- the mission of St Olaf College “to provide a liberal arts education rooted in the Christian gospel with a global perspective”
- the mission of the Social Work Program “to prepare liberally educated professional social workers to ethically serve diverse populations and promote a just global community.
- the policies, practice, values and ethics of social work education (as established by the Council on Social Work Education)

The Program acknowledges that teaching is the primary focus of St. Olaf’s faculty and that scholarship and continuing renewal of practice knowledge and skills are essential to outstanding teaching. It also acknowledges that the professional social work educator has an ethical responsibility to the social work profession to:

“...contribute time and professional expertise to activities that promote respect for the value, integrity, and competence of the social work profession...teaching, research, consultation, service, legislative testimony, presentations in the community and participation in their professional organizations. Social workers should contribute to the knowledge base of social work and share with colleagues their knowledge related to practice, research, and ethics. Social workers should seek to contribute to the profession’s literature and to share their knowledge at professional meetings and conferences.” (NASW Code of Ethics, 1999, 24).

While “professional activity” refers primarily to that undertaken by faculty members, it also includes activities generated by faculty that engender in social work students the professional awareness and responses appropriate for the beginning level practitioner.

All activities, in order to be designated as “significant”, will be recognized, evaluated, or judged by peers who represent the academic community, the professional community, or both. The distinction between professional activity and college or community service is the distinction between activities dependent upon professional preparation and expertise in the first instance, and those requiring general knowledge and skills, in the second.

The Program recognizes the following activities as valued contributions to the social work profession. There are no qualitative priorities, but involvement in a variety of activities is expected of faculty in the Program. These activities reflect the range of activities generally accepted by faculty teaching in baccalaureate social work programs as researched by Kenneth Kazmerski and Walter Tropf in 1989.

II. Professional Activity Categories

Professional activities recognized as significant by the Social Work Program are grouped in the following areas:

- A. Activities that contribute to the body of knowledge, skill and values necessary for professional practice and thereby enhance teaching**
- B. Activities that promote understanding of social work by those in other disciplines and areas and thereby contribute to the general education of students faculty, and the academic community at large.**
- C. Activities that utilize the professional skills of the social work educator and provide professional benefit beyond the classroom and college community.**

III. Specific Examples of Activities in Each General Category

- A. Activities within and for the profession of social work that support teaching and develop the body of knowledge, skills, and values to be used by persons in the profession:**

1. Research or scholarship leading to publication:
 - a. in leading professional journals (e.g. Social Service Review, Social Work)
 - b. in journals for specialized social work audiences (e.g. Human Services in the Rural Environment, International Social Work, Affilia, Health and Social Work)
 - c. of single or co-authored books, chapters, texts, monographs
 - d. of edited books or monographs—exclusively social work or interdisciplinary—and chapters in such publications
 - e. of a presentation in proceedings of a state, regional, national or international symposium or conference.
2. Writing and publishing:
 - a. reviews of articles or books
 - b. pieces of expository or fictional nature based on professional expertise
 - c. handbooks, manuals, and similar documents to guide professional practice
3. Serving as general editor or series editor for a journal or publisher
4. Writing and submitting proposals for research, practice and student oriented activities to funding organizations
5. Receiving grant awards for individual research, study or activity
6. Securing grant awards for program activity
7. Administering and directing activities of a project funded by a grant received by the program
8. Presenting research or scholarship to professional meetings, especially those with state, regional, national or international participation
9. Attending and participating in conferences, seminars, and workshops designed to develop or renew knowledge and skills relation general professional practice, one or more areas of specialization, or curriculum development, teaching and evaluation
10. Maintaining relationships with other colleges and promoting exchange of academic knowledge, policy changes and resource provision through collaboration

11. Maintaining appropriate state licensure and responsibility for fulfilling continuing education requirements
12. Receiving professional recognition—awards, honors, citations.
13. Maintaining organizational membership and contributing to the organization by holding office, chairing sessions at group meetings, soliciting members, etc. The organizations may be:
 - a. Educational, e.g. The Council on Social Work Education (CSWE), Baccalaureate Program Directors (BPD), Minnesota Conference on Social Work Education (MCSWE), International Association of Schools of Social Work (IASSW)
 - b. Professional, e.g. The National Association of Social Workers (NASW), National Social Work Caucus, International Federation of Social Workers (IFSW)

B. Activities that contribute to the intellectual life of the college and to the task of general education:

1. Participating in programs at the college that require application of professional social work knowledge and skill (e.g. HIV/AIDS education, advising honor houses on poverty, Study-Service Committee internship discussions, service learning planning committee, HECUA program advising)
2. Leading and participating in interdisciplinary activities, including (but not limited to) departmental activities, team teaching, domestic and international off-campus programs
3. Organizing meetings, symposia, and workshops for the college community—students, faculty, staff and administration—to promote understanding of social work and its relation to the liberal arts
4. Presenting convocation and chapel lectures for the college audience that focus on professional social work topics
5. Developing competence in areas outside those routinely required for classroom preparation or regular professional tasks—computer skills with specific professional application to support research or student learning; foreign language competence; body of knowledge related to a special population (e.g. women, people with disabilities, persons with HIV/AIDS, rural people, gay/lesbian persons).

C. Activities that utilize professional expertise beyond the classroom and college community:

1. Providing on-going consultation to a local human service agency or organization
2. Providing consultation on a special project or task at the request of a human service agency or organization
3. Providing paid social work services in private practice or as a staff member of an agency
4. Providing unpaid or volunteer social work services to students colleagues, or clients in a human service agency
5. Drafting testimony or legislation for policy-making on specific issues of social welfare or human services, including being an active member of boards and task forces that develop legislative agendas

6. Participating in provision of social work and social welfare information to the public through media, newspaper, radio, videos and television
7. Providing leadership in community agencies, on boards, and task forces
8. Teaching basic concepts and introductory materials, demonstrating knowledge and skills familiar to social workers by new to the audience, or reinforcing established skills and knowledge at community based workshops, seminars, and symposia for social work professional, other professionals (law enforcement, physicians, pastors, etc) and the general public.

Written: 1989

Updated:

2003

NDL/MS