

TEXAS WOMAN'S UNIVERSITY
Promotion and Tenure Track Requirements
University and Department of Sociology and Social Work Standards
Social Work Program Standards

University Standards – Tenure Track Faculty General Criteria		
Assistant Professor	Associate Professor	Professor
<ul style="list-style-type: none"> • Completion of appropriate terminal academic degree or its equivalent as defined by the academic unit. • Demonstration of current capability and desire for excellence in teaching, scholarship and service • Demonstrated potential for significant accomplishments in these three areas. 	<ul style="list-style-type: none"> • Normally, candidate will have served full time a minimum of 6 years at the rank of Assistant Professor at the college or university level and at least 2 years at TWU in that rank. • Demonstrated significant contributions in teaching, advising or other instructional activities; scholarship, research and/or other creative activities; and university, professional and public service. 	<ul style="list-style-type: none"> • Normally, candidate will have completed at least 6 years as Associate Professor at the college or university level and served full time at least 4 years at TWU as Associate Professor. • Demonstration of continuous and sustained meritorious achievements beyond the level of Associate in the areas of teaching, advising or other instructional activities; scholarly research and/or other creative activities; and professional, university and public service. • Sustained records of exceptional quality will be demonstrated. Promotion to the rank of Professor is in recognition of attainment rather than <i>length of service</i>.

Social Work Program Criteria – Tenure Track Faculty General Requirements		
Assistant Professor	Associate Professor	Professor
<p>Candidate:</p> <ul style="list-style-type: none"> • Must possess the terminal degree (the MSW or MSSW) and preference will be given to those with an earned Ph.D. in Social Work or closely related field. • Should possess a current Texas Social Work license. 	<ul style="list-style-type: none"> • Candidate should demonstrate significant contributions in teaching, advising, or other instructional activities; scholarship, research and/or other creative activities; and university, professional, and public service. 	<p>Candidate should:</p> <ul style="list-style-type: none"> • Normally have served full time a minimum of 6 years as Associate Professor and full time at least 4 years at TWU as Associate Professor; • Demonstrate continuous and sustained meritorious achievements beyond the level of Associate in the areas of teaching, advising or other instructional activities; scholarship, research and/or other creative activities; university, professional, and public service.

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University Standards – Tenure Track Faculty Teaching Requirements		
Assistant Professor	Associate Professor	Professor
<ul style="list-style-type: none"> • Candidate should demonstrate a current capability and desire for excellence in teaching, as well as potential for significant accomplishments in this area. 	<p>Candidate must:</p> <ul style="list-style-type: none"> • Demonstrate excellence in all aspects of teaching; • Participate effectively in course development and evaluation; • Obtain membership on the Graduate Faculty, in components with graduate programs. 	<p>Candidate must:</p> <ul style="list-style-type: none"> • Demonstrate excellence in all aspects of teaching; • Demonstrate leadership in the development of academic programs; • Maintain full membership on the Graduate Faculty, in components with graduate programs; • Serve as a resource to other faculty.

Social Work Program Criteria – Tenure Track Faculty Teaching Requirements		
Assistant Professor	Associate Professor	Professor
<p>Candidate should:</p> <ul style="list-style-type: none"> • Demonstrate teaching competence or capability in areas that are consistent with the program Mission, Goals and Learning Objectives; • Demonstrate capability and desire for excellence in teaching; 	<p>Candidate should:</p> <ul style="list-style-type: none"> • Demonstrate consistently strong performance in all aspects of teaching; • Participate in course development, course enhancement/modification, and/or on-going program evaluation; • Remain current in the fields of teaching; • Demonstrate collegial, often interdisciplinary, relationships as appropriate to the discipline to strengthen teaching; • Serve as a resource and/or mentor to junior faculty; • Demonstrate continuing willingness to assume advising responsibilities as needed and competence in effective advising or ability to work with students in other capacities consistent with 	<p>Candidate should:</p> <ul style="list-style-type: none"> • Demonstrate consistently strong performance in all aspects of teaching and leadership in fostering educational excellence; • Demonstrate leadership in the development of academic programs across the component, college, and university; • Demonstrate leadership in course development, course enhancement/modification, and/or on-going program evaluation; • Remain current in the fields of teaching; • Demonstrate leadership in establishing collegial, often interdisciplinary, relationships as appropriate to the discipline to strengthen teaching; • Demonstrate leadership as a resource and/or mentor to other faculty; • Demonstrate continuing willingness to assume advising responsibilities as needed and competence in effective

	<p>program Mission, Goals and Learning Objectives;</p> <ul style="list-style-type: none"> • Demonstrate an ability to develop innovative teaching methods. 	<p>advising or ability to work with students in other capacities consistent with program Mission, Goals and Learning Objectives;</p> <ul style="list-style-type: none"> • Demonstrate leadership in the development of innovative teaching methods.
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University Standards – Tenure Track Faculty Scholarship and Other Creative Activity		
Assistant Professor	Associate Professor	Professor
<p>Candidate should demonstrate a current capability and desire for excellence in scholarship as well as potential for significant accomplishments in this area.</p>	<p>Candidate must:</p> <ul style="list-style-type: none"> • Demonstrate excellence in research and creative activities; • Share the results of the scholarly work in peer reviewed forums; • Seek internal or external funding, as appropriate to the field 	<p>Candidate must:</p> <ul style="list-style-type: none"> • Document a program of research and/or creative activities; • Serve as a research/creative mentor to colleagues/graduate students; • Seek and/or secure internal or external funding, as appropriate to the field; • Disseminate the results of scholarly work in peer reviewed forums.

Social Work Program Criteria – Tenure Track Faculty Scholarship Requirements		
Assistant Professor	Associate Professor	Professor
<p>Candidate should demonstrate a current capability and desire for excellence in scholarship as well as potential for significant accomplishments in this area.</p>	<p>Utilizing the Boyer model of scholarship, the candidate should:</p> <ul style="list-style-type: none"> • Develop an ongoing program of scholarly inquiry; • Disseminate the results of scholarly inquiry in local, state, regional, and/or national peer-reviewed forums including but not limited to publications in refereed journals, and/or in books, edited collections, technical reports, white papers, position papers, professional magazines, program evaluations, agency/community evaluations, policy analyses, innovative teaching methods, and monographs relevant to the discipline 	<p>Candidate should:</p> <ul style="list-style-type: none"> • Document an ongoing program of scholarly inquiry; • Disseminate the results of scholarly inquiry in local, state, regional, and/or national peer-reviewed forums including but not limited to publications in refereed journals, and/or in books, edited collections, technical reports, white papers, position papers, professional magazines, program evaluations, agency/community evaluations, policy analyses, innovative teaching methods, and monographs relevant to the discipline as well as paper presentations, seminars, or workshops at regional, state, or national meetings and/or appropriate, relevant advanced degrees; • Demonstrate leadership in establishing collegial, often interdisciplinary, relationships as appropriate to the research agenda to strengthen scholarship;

	<p>as well as paper presentations, seminars, or workshops at regional, state, or national meetings and/or appropriate, relevant advanced degrees;</p> <ul style="list-style-type: none"> • Demonstrate collegial, often interdisciplinary, relationships as appropriate to the research agenda to strengthen scholarship; • Seek and/or secure internal or external funding as appropriate to the field for scholarly activities; • Demonstrate consistently strong performance in research or other scholarly activities; • Demonstrate support for the program mission in research activities. 	<ul style="list-style-type: none"> • Secure internal or external funding as appropriate to the field; • Serve as an active research mentor to colleagues and/or students; • Demonstrate consistently strong performance in research or other scholarly activity • Demonstrate support for the program mission statement in research activities.

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University Standards – Tenure Track Faculty Service Requirements		
Assistant Professor	Associate Professor	Professor
<p>Candidate should demonstrate a current capability and desire for excellence in service as well as potential for significant accomplishments in this area.</p>	<p>Candidate must:</p> <ul style="list-style-type: none"> • Contribute in a positive way to the mission of the component, college and university; • Demonstrate leadership within the component and college; • Participate in recruitment, advising, and mentoring of students; • Demonstrate active involvement in professional and/or community organizations. 	<p>Candidate must:</p> <ul style="list-style-type: none"> • Contribute in a positive way to the mission of the component, college and university; • Demonstrate leadership within the university; • Demonstrate leadership within professional and/or community organizations; • Serve as a mentor to students/student organizations.

Social Work Criteria – Tenure Track Faculty Service Requirements		
Assistant Professor	Associate Professor	Professor
<p>Candidate should demonstrate a current capability and desire for excellence in service as well as potential for significant accomplishments in this area.</p>	<p>Candidate should:</p> <ul style="list-style-type: none"> • Maintain professional organization memberships and become involved with committee work and/or seek out leadership positions; • Demonstrate leadership within the component and college; • Contribute in a positive way to the mission of the component, college, and university; • Demonstrate collegial, often interdisciplinary, relationships as appropriate to the discipline to strengthen professional service; • Participate in recruiting, advising, and mentoring students; 	<p>Candidate should:</p> <ul style="list-style-type: none"> • Maintain professional organization memberships and seek out leadership positions; • Demonstrate leadership within the department, college, and university; • Contribute in a positive way to the mission of the component, college, and university; • Demonstrate leadership in establishing collegial, often interdisciplinary, relationships as appropriate to the discipline to strengthen professional service; • Provide leadership in recruiting, advising, and mentoring students; • Provide leadership in mentoring students and/or student organizations. • Continue active involvement in professional and/or community organizations, especially in areas relating to

	<ul style="list-style-type: none"> • Serve as a mentor to students/student organizations; • Demonstrate active involvement in professional and/or community organizations, especially in areas relating to cultural diversity and/or inequality; • Serve on departmental, college, and university committees and work on special assignments as needed. 	<ul style="list-style-type: none"> • Provide leadership on departmental, college, and university committees and work on special assignments as needed.
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05/05/08 Approved by FEDC, University P&T Committee,
Provost

