

**SCHOOL OF SOCIAL WORK GUIDELINES FOR PROMOTION TO RANK OF PROFESSOR**

Promotion to the rank of Professor of Social Work is merited by career-long academic achievements demonstrating excellence and leadership within the three traditional endeavors of scholarship, teaching, and service. A sustained and consistent record of achievement is expected in these endeavors. Achievement, excellence and leadership may be demonstrated in a range of ways. Contributions made while at this institution should enhance the reputation and visibility of the School of Social Work and The University of Texas at Arlington.

A candidate for promotion to the rank of Professor may demonstrate excellence and leadership in scholarship as follows:

- A national and/or international reputation for scholarship in one or more clearly defined substantive areas of expertise is required;
- A substantial proportion of the candidate's work must have been reviewed by peers and have appeared in highly regarded outlets for scholarship, such as refereed and abstracted journals, major publishers, and important national and/or international conferences;
- Citation by other scholars of the candidate's work as documented by various data bases such as Social Science Citation Index or Google Scholar indicate scholarly contribution;
- External funding for research or other academic endeavors also reflects successful and valued scholarly performance;
- It is expected that the candidate will have served in the role of peer reviewer (of journal submissions, manuscripts or books, proposals for funding, or applications for promotion, for example), and
- A candidate for Professor is expected to have mentored others in the role of scholar.

A candidate for promotion to the rank of Professor will present evidence of one or more clearly defined substantive areas of teaching at the undergraduate and graduate levels. Teaching includes both traditional courses and tutorial relationships with students, such as advising on dissertations, theses, independent study courses, and research and teaching practica.

Excellence and leadership in teaching are reflected in the following:

- Strongly positive student evaluations of courses;
- Strongly positive peer evaluations of teaching;
- Nominations and/or awards for teaching excellence;
- Publication of teaching resources, models and/or methods;
- Development of curriculum or courses;
- Multiple teaching or delivery methods, such as active or service learning methods and web-based or web-enhanced courses, and
- Mentoring others in the role of teacher.

A candidate for promotion to the rank of Professor is expected to demonstrate excellence and leadership in service by having:

- Served the School, University, profession, and community through a range of professional roles;
- Assumed leadership in administration within the School and/or leadership in faculty roles;
- Actively participated in faculty roles within the University as demonstrated by consistent participation and leadership in committees or other decision-making bodies;
- Provided leadership within the profession and community on boards, councils, or committees, and/or through pro bono consultation or direct service, and
- Served as a model or mentor to others in providing service to the academy and society.