Ae1

1:1

Ae2

2:1

a

b

2:7

2:8

3:1

3:2

3:3

ROBERTS RULES

OF ORDER, [illegible]

4:3:1 F dP in dF

Id dF P O , J A ., 3.), d
dlplgpwpw
gp1) tdyfw l

4:4:1 [illegible] - F

[illegible]

a [illegible] ;
b [illegible] ;
c [illegible] ; [illegible]
d [illegible]

[illegible]

4:4:2 [illegible] – [illegible]

[illegible]

a [illegible]

b [illegible]

c [illegible]

d [illegible]

4:6:1

a

b

c

4:7:2

4:8:1

Formatted: Underline

x

-officio

6:1

6:2 F Da

9:1

9:2 A

A
0, 1989
2, 1992
25, 1994
r16, 2002
23, 2004
0, 2004
7, 2006
4, 2008
0, 2008

8, 2003
7, 2004
7, 2006
4, 2008

Mandel School of Applied Social Sciences
Case Western Reserve University

BYLAWS ATTACHMENT A
STANDARDS FOR APPOINTMENT, REAPPOINTMENT, PROMOTION AND TENURE FOR TENURED, TENURE TRACK, NON-TENURE TRACK AND SPECIAL FACULTY

(Numbers in parentheses refer to criteria area. Criteria 1 applies to all faculty.)

MSASS criteria for consideration of promotion and tenure are organized into four areas drawn from the CWRU Faculty Handbook. These are as follows:

1. Expert knowledge of their academic field and a commitment to continuing development of this competence
2. Effectiveness in facilitating learning
3. Implementation of a continuing program of research and scholarship
4. Assuming a fair share of school/university service and administrative tasks, including contributing to community and professional service

Tenured & Tenure Track (Criteria 1-4 apply for tenured and tenure track)	Non-Tenure Track & Special (where rank is applicable) (Criteria 1 applies to all. At least two of criteria 2, 3 & 4 apply to non-tenure track; at least one applies to special)
<u>INSTRUCTOR</u> This rank not applicable	<u>INSTRUCTOR</u> xMaster's degree in social work or related field. (1) xEvidence of professional expertise and excellence in an area of social welfare. (3) xEvidence of pedagogical abilities relevant to social work education. (2) xWillingness to participate in school service and administrative tasks. (4)

Tenured & Tenure Track (Criteria 1-4 apply for tenured and tenure track)	Non-Tenure Track & Special (where rank is applicable) (Criteria 1 applies to all. At least two of criteria 2, 3 & 4 apply to non-tenure track; at least one applies to special)
	xCommunity social welfare service orientation as evidenced by participation in local activities. (4)

SR. INSTRUCTOR

Tenured & Tenure Track (Criteria 1-4 apply for tenured and tenure track)	Non-Tenure Track & Special (where rank is applicable) (Criteria 1 applies to all. At least two of criteria 2, 3 & 4 apply to non-tenure track; at least one applies to special)
teaching evaluations, courses taught, etc. (2) xA research area of expertise is evident. xAbility to attract funding for research. (3)	committees, programs, and initiatives. (4) xExcellence in teaching and/or practice. (2) x Development of area of teaching focus. (2)

ASSOCIATE PROFESSOR

Achieving this rank requires continued fulfillment of all criteria at the

Tenured & Tenure Track (Criteria 1-4 apply for tenured and tenure track)	Non-Tenure Track & Special (where rank is applicable) (Criteria 1 applies to all. At least two of criteria 2, 3 & 4 apply to non-tenure track; at least one applies to special)
competence, aims and objectives, relationship with students, particular skills or mastery of content), student evaluation ratings and all written comments, responses from a random sample of current and former students who have taken courses from the candidate whose responses have been solicited by the dean, evaluations by colleagues such as specialization and/or concentration chairperson, team teachers, and others cognizant of the candidate's performance. (2) x Contributions to education with regard to social work education field, in general, curriculum development, development of innovative approaches, extensions of teaching skill/knowledge to continuing education, workshops, seminars, lectures, etc. as evidenced by self-report of such activities, published articles, reports, monographs, course syllabi, and evaluations by colleagues and consumers, etc (2) x Participation in community welfare activities as evidenced by serving on boards and committees, giving speeches and workshops, providing consultation, serving on advisory panels. (4) x Assuming leadership roles in professional organizations and undertakings as evidenced by holding leadership positions in organizations and networks concerned with social welfare and social work. (4) x Scholarly work represents a significant contribution to the field of social work and social welfare as evidenced by articles published in refereed journals, brefereibution tan tan[511(en)4r81 1 Tf 0.oncernsu-2(n t)5(na)-2(l)4(but)5	

Tenured & Tenure Track (Criteria 1-4 apply for tenured and tenure track)	Non-Tenure Track & Special (where rank is applicable) (Criteria 1 applies to all. At least two of criteria 2, 3 & 4 apply to non-tenure track; at least one applies to special)
an ability to conduct independent scholarship, and a sustained focus that is	

Tenured & Tenure Track (Criteria 1-4 apply for tenured and tenure track)	Non-Tenure Track & Special (where rank is applicable) (Criteria 1 applies to all. At least two of criteria 2, 3 & 4 apply to non-tenure track; at least one applies to special)
evidenced by curriculum development, development of innovative approaches, extension of teaching skills/knowledge, dissertations chaired, national recognition as a teacher, national and or international influence with respect to social work education and profession. (2)	recognition as a teacher, national and or international influence with respect to social work education and profession. (2)
xSustained and significant substantive scholarly contributions recognized nationally and/or internationally as evidenced by publications in refereed journals, consultations, honors, elections to scientific bodies, principal investigator of funded grants, authorship of a textbook. (3)	x
xExcellence demonstrated by outstanding achievement and evidence that this level of excellence will be sustained. (1)	
xInfluence on policy or practice at a national/ international level in one or more areas of knowledge, practice, research, or education. (4)	
xMajor role and recognized leadership in key school, university, and professional committees/initiatives, as evidenced by assuming the role of chair, elected positions with the university, preparation of concept or position papers, administrative leadership activities and accomplishments. (4)	
xEvidence of influence on professional organizations, research, policy, or practice at the national and/or international level as evidenced by serving on national boards, being a consultant to government or scientific bodies, holding office in professional/scientific organizations, memberships on editorial boards or editorships. (4)	
xAssuming leadership roles in national and/or international professional organizations and undertakings. (4)	