

****DRAFT****
Grand Valley State University
College of Community and Public Services
School of Social Work
Strategic Plan
February 2006

Vision

The School of Social Work is a global source for high-quality social work preparation that effectively educates and mentors students taking into account respect for all, celebration of diversity, provision of effective human services, and a desire to be a catalyst for human rights, social and economic justice, and distributive leadership. The School promotes excellence in social work practice, leadership, and lifelong learning through teaching, scholarship and service.

Values

The values of the School of Social Work are:

- Student-centered teaching and mentoring.
- The dignity and worth of the person.
- The importance of human relationships.
- Competence and integrity.
- Liberal education and the development of critical thinking.
- Cultural competence.
- Global and multi-cultural experiences.
- Social justice.
- Service. (or Service and social justice?)
- Progressive social change.
- Collaborative relationships with communities.
- Academic excellence and scholarship.
- Ethical social work practice.

The School of Social Work adheres to the National Association of Social Workers Code of Ethics.

Mission

To educate bachelor- and masters-level students for professional social work careers through excellent teaching, learning, scholarship and service that promote just and democratic communities and ethical and effective leadership.

Goals and Objectives

Goal 1: To support high quality ethical professional social work education.

Objective 1: Ensure that NASW accreditation standards are met or exceeded.

Objective 2: Ensure that faculty meet and exceed University requirements teaching, scholarship and service.

Objective 3: Ensure that more than 50% of all graduates will pass the state social work licensing exam.

Objective 4: Ensure that more than 80% of all graduates will gain employment within one year of graduation.

Goal 2: To create a broad educational experience that is guided by a philosophy supporting liberal education in professional social work programs.

Objective 1: Ensure that students will meet the liberal arts requirements mandated by the School upon admission.

Objective 2: Ensure that students will engage in diverse community-based field opportunities as mandated by the School.

Objective 3: Reconsider the Advanced Generalist Model and make necessary changes based on any decision made.

Objective 4: Create a process to ensure that course content and faculty teaching strategies challenge students to do critical thinking.

Objective 5: Review and revise all syllabi to include liberal education objectives and current bibliographies (sources within last ten years unless classic).

Goal 3: To continue to develop and maintain high standards of performance in teaching, scholarship and service.

Objective 1: Submission of annual FARs outlining faculty performance in teaching, scholarship and service.

Objective 2: Reinstate collegial mentorship program.

Objective 3: Adopt policy on specific requirements related to teaching, scholarship, and service.

Goal 4: To build collaborations between the School and external entities which contribute to social justice and the enrichment of society in the region, state, country and world.

Objective 1: Develop additional domestic and international service learning programs.

Objective 2: Develop training and mentoring for state social work licensing.

Objective 3: Increase opportunities to have visiting international faculty.

Objective 4: Increase marketing of the School using various advertising techniques.

Goal 5: To promote and integrate diversity, cultural competence and social justice in all aspects of the School, University and community.

Objective 1: Recruit diverse students, faculty and staff.

Objective 2: Evaluate syllabi for inclusion of diversity, cultural competence, and social justice.

Objective 3: Create a mechanism for regular and ongoing dialogue regarding issues of diversity.

Goal 6: To build and support a vibrant culture of inquiry, learning and collaboration and service.

Objective 1: Faculty will advise and promote student service organizations and activities.

Objective 2: Create a vehicle to inform students of faculty areas of expertise to encourage mentorships.

Goal 7: To advance the mission of social work and advocate for resources to respond to change and emerging opportunities.

Objective 1: Develop a strategy to evaluate and plan for on-going off-campus programs.

Objective 2: Develop financial resources to assist in student recruitment.

Objective 3: Develop financial resources to provide stipends or other benefits to speakers and field supervisors.

Objective 4: Advocate for financial resources for a two-way mirror practice lab.

Objective 5: Explore the establishment of a consolidated student advising center.

Objective 6: Assess establishment of a research/consultation center.

Objective 7: Develop a menu of faculty skills and abilities for distribution to the community.

Objective 8: Develop a School scholarship strategy.

Brainstormed Objectives by Goal

Goal 1: To support high quality ethical professional social work education.

- Meet and exceed NASW accreditation standards.
- Ensure that faculty meet and exceed University requirements for teaching, scholarship and service.
- More than 50% of all grads will pass the state social work licensing exam.
- More than 80% of all grads will gain employment within one year of graduation.
- Review, examine and formalize policies and procedures for faculty hiring and reappointment.
- Review and revise appropriate curricula and learning objectives.
- Require faculty to attend two professional development sessions per year (FTLC or other).

Goal 2: To create a broad educational experience that is guided by a philosophy supporting liberal education in professional social work programs.

- Students will meet the liberal arts requirements mandated by the School upon admission.
- Students will engage in diverse community-based field opportunities as mandated by the School.
- Reconsider the Advanced Generalist Model and make necessary changes based on any decision made.
- Create a process to ensure that course content and faculty teaching strategies challenge students to do critical thinking.
- Review and revise all syllabi to include liberal education objectives and current bibliographies (sources within last ten years unless classic).

Goal 3: To continue to develop and maintain high standards of performance in teaching, scholarship and service.

- Faculty will submit yearly FARs outlining their performance in teaching, scholarship and service.
- Reinstate collegial mentorship program.
- Adopt policy on specific requirements related to teaching, scholarship, and service.
- Re-examine the use of MSW pre- and post-tests.
- Continue review of admission policy and procedures.
- Examine grade inflation through review of grading criteria.
- Examine field readiness criteria and review methods.
- Increase the number of objective tests across the curricula.
- Faculty attend one conference per year.
- Faculty produce one piece of scholarly work per year.

- Faculty will engage in a minimum of one community activity.
- Require faculty to attend two professional development sessions per year (FTLC or equivalent).

Goal 4: To build collaborations between the School and external entities which contribute to social justice and the enrichment of society in the region, state, country and world.

- Develop additional domestic and international service learning programs.
- Develop training and mentoring for state social work licensing.
- Increase opportunities to have visiting international faculty.
- Increase marketing of the School using various advertising techniques.
- Increase the number of students who participate in global service learning programs.
- Conduct a needs assessment for a research center.
- Increase, strengthen and continue outside collaborations to maintain a minimum of three collaborations.
- Provide three international opportunities each year.
- Broaden and diversify field agencies.

Goal 5: To promote and integrate diversity, cultural competence and social justice in all aspects of the School, University and community.

- Recruit diverse students, faculty and staff.
- Evaluate syllabi for inclusion of diversity, cultural competence, and social justice.
- Create a mechanism for regular and ongoing dialogue regarding issues of diversity.
- 100% of core curricula will be infused with the concepts of diversity and cultural competence.
- 100% of BSW students will complete community-based volunteer service program requirements.
- Ensure diversity of faculty.
- Increase diversity of student body.
- Advocate on social justice and other social values when on university committees.
- The School will sponsor two community lecture forums specific to diversity, cultural competence and/or social justice.

Goal 6: To build and support a vibrant culture of inquiry, learning and collaboration and service.

- Faculty will advise and promote student service organizations and activities.
- Create a vehicle to inform students of faculty areas of expertise to encourage mentorships.

- 100% of core curricula and classroom discussion will change students' current thinking and promote critical inquiry.
- The School will make a decision re: the research center.
- Increase student financial aid.
- Increase faculty funding for scholarship.
- Increase faculty commitment to student organizations through additional faculty attention.

Goal 7: To advance the mission of social work and advocate for resources to respond to change and emerging opportunities.

- Develop a strategy to evaluate and plan for on-going off-campus programs.
- Develop financial resources to assist in student recruitment.
- Develop financial resources to provide stipends or other benefits to speakers and field supervisors.
- Advocate for financial resources for a two-way mirror practice lab.
- Explore the establishment of a consolidated student advising center.
- Assess establishment of a research/consultation center.
- Develop a menu of faculty skills and abilities for distribution to the community.
- Develop a School scholarship strategy.
- Advocate for appropriate student to faculty ratios.
- Ensure students have at least one advocacy opportunity.

GVSU School of Social Work
Notes from Discussion on Administrative Structure
February 10, 2006

Issues Identified:

- A structure is needed that allows for faculty input.
- Tenure and mentoring.
- Faculty time/resources for a more horizontal (flattened) approach vs. a hierarchical approach.
- A desire for more faculty input into hiring of non-tenured faculty.
- A desire for more faculty input into admissions.
- Accountability and communication re: committee functions.
- Lack of structure through which to collaborate.

Agreed Upon Next Steps:

- Restart the “sequence” committees with reports for each faculty meeting.
- Initiate a process to talk about the change that occurred two years ago (when past director moved to dean position) as well as university changes during this time.

