

School of Social Work Strategic Plan

Our Vision

To be a leader in culturally responsive and inclusive education, applied research, community engagement, and interdisciplinary and international collaboration.

Our Mission

To foster optimal health and well-being, equal human rights and a just society rooted in ethical, culturally responsive, and evidence-informed social work practice in the United States southwest, nationally, and internationally.

Our Values

- Student-centered education
- Collective empowerment
- Cultural responsiveness
- Social and economic justice
- Community engagement
- Data-informed and ethical practice

Timeline

S=Short Term/Complete in Six Months 9/1/2025

M=Medium Term/Complete in 1 year 2/2026

L=Long Term/Complete in 18 months 9/1/2026

O=On-going

1. Academic Excellence and Innovation

Goal: Enhance and modernize curriculum delivery while maintaining the highest standards of social work education

Objectives:

- Develop specialized certificates and concentrations within BSW and MSW programs
- Streamline course content management and delivery
- Integrate social justice and diversity throughout curriculum
- Incorporate innovative teaching approaches and technology

Key Initiatives:

- Create certification programs in specialized areas including aging and school social work (S)
- Establish a centralized repository for course shells, syllabi, and program documents (S)

- Update degree plans and ensure they are uploaded into Ad Astra for future course planning and enrollment decisions (S)
- Incorporate anti-racist training into faculty development and form ADEI communities of practice (S)
- Develop AI training modules compliant with university policies (M)

2. Student Success and Support

Goal: Create comprehensive support systems that enhance student experience and outcomes

Objectives:

- Prioritize paid practicum opportunities
- Enhance student engagement in research and professional development
- Improve feedback mechanisms and student involvement
- Nurture an inclusive and supportive learning environment

Key Initiatives:

- Facilitate paid practicum opportunities through work-study, state funding, and agency contributions (O)
- Partner with Community Advisory Board to integrate more professional development opportunities for students (M)
- Create structured channels for student feedback (S)
- Facilitate the use of Navigate by program coordinators, SSW Academic Advisor and faculty mentors (S)
- Implement a developmental advising model (M)

3. Community Engagement and Partnerships

Goal: Strengthen community presence and impact while expanding professional networks

Objectives:

- Increase visibility in local and state communities
- Strengthen agency partnerships with the SSW
- Enhance alumni engagement

Key Initiatives

- Apply for funding that supports community-university partnerships (M/O)
- Engage in social justice initiatives with community partners (O)
- Develop face-to-face relationships with practicum agencies (O)
- Foster legislative and policy-making connections (S/O)
- Organize alumni mixers and networking events(S)

4. Faculty and Staff Development

Goal: Create a supportive and collaborative working environment that promotes excellence

Objectives:

- Establish comprehensive mentoring for new faculty
- Support professional development for all faculty
- Improve internal communication and collaboration
- Foster an inclusive workplace culture

Key Initiatives:

- Implement structured mentoring program for new faculty (S)
- Support conference attendance and research opportunities (O)
- Create accessible systems for sharing key documents and information (S)
- Regular social and support opportunities for faculty and staff to connect informally (O)

5. Program Growth and Sustainability

Goal: Ensure long-term success through strategic enrollment management and program development

Objectives:

- Increase enrollment while maintaining program quality
- Expand Global resources and opportunities
- Enhance program stability
- Diversify funding for program priorities

Key Initiatives:

- Collaborate with admissions on strategic recruitment (O)
- Identify Global resources for program expansion (O)
- Prepare thoroughly for accreditation reaffirmation (O/L)
- Stabilize coordinator roles and standardized curriculum (S/O)

Key Success Metrics

- Enrollment growth numbers
- Student satisfaction rates
- Paid practicum placements
- Faculty retention rates
- Grant funding secured
- Partnership agreements
- Program completion rates
- Research output
- Community engagement levels
- Professional development completion

Review Points

- Monthly: Initiative progress checks
- Quarterly: Strategic priority reviews
- Semi-annually: Comprehensive evaluation
- Annually: Strategic plan updates
- Year 3 End: Full strategic plan review