Mission Statement
The mission of the School of Social Work is to promote social and economic justice, progressive social change, human dignity and personal freedom in a pluralistic society undergoing rapid technological and social change. To this end, the School provides undergraduate, graduate and continuing education programs, conducts applied research, and engages in academic and community service with support from public and private partnerships. The School of Social Work advances the mission of the university and the social work profession through education for excellence in generalist (BSW), specialized (MSW) and post-graduate practice with a particular commitment to the poor, the disenfranchised and the vulnerable.

Values
The foundation of the teaching, research, and service of the School is the social work profession’s core values:

- **Service** to others above self-interest.
- **Social Justice**, particularly for the vulnerable and oppressed.
- **Dignity and worth** of the person.
- **Importance of human relationships** as the vehicle for individual and social change.
- **Integrity**, to practice in a manner consistent with the profession’s mission, values, ethical principles, and ethical standards
- **Competence** for practice across diverse populations and a commitment to lifelong professional development.

In addition to the values of our profession, the operation of our School is guided by a commitment to:

- Participatory decision making that uses the talents of faculty, staff, students, and community advisors.
- Open communication.
- Academic freedom.
- Civility, respect for a wide range of viewpoints and a positive work climate.
- Diversity of race, ethnicity, sexual orientation, class, and culture in faculty, staff, and student body.
• Dissemination of knowledge through education of students and professional social workers and through conducting and publishing research.
• Collaboration in teaching, research, and service both within the School and across disciplines.
• Securing adequate resources to enable us to provide high-quality education and to be competitive in faculty and staff compensation

Vision
In light of the University’s strategic plan, Educating Illinois, and the strategic plan of the College of Arts and Sciences and the mission and values of the School of Social Work, our vision includes:

- Maintaining and enhancing undergraduate, graduate, and postgraduate programs to meet or exceed the highest academic standards.
- Enhancing the multi-cultural competence of students, faculty, and staff in order to best serve diverse client systems.
- Improving the scholarship environment for faculty by increasing resources that support quality research.
- Enhancing the academic reputation of the School on campus and beyond.
- Continuing and increasing external funding through grants to support our research and teaching.
- Recruiting, supporting, and retaining productive faculty
- Expanding learning opportunities through online education, certificate programs, and additional graduate sequences.
- Sustaining and expanding research that brings resources and acknowledgement to the university.
- Developing multi-disciplinary collaboration in research and teaching, within the university and with the community.

Strategic Directions
Consistent with the School’s mission, values, and vision, the four strategies and the major actions of the School of Social Work’s Strategic Plan for 2011-13 are listed below.

School of Social Work Strategy One: Enhance The School’s academic distinction in teaching through the delivery of programs with integrity and sufficient supports.

CAS Strategic Focus 1: Facilitate academic excellence

Action A: Continue development and strengthening of the BSW and MSW programs

Action step 1: Complete the transition to a competency-based curriculum
Action step 2: Complete the development and implementation of an outcome-based program assessment plan
Action step 3: Complete the reaffirmation process for the BSW and MSW programs

Action B: Develop educational opportunities that promote faculty/student relationships.
Action step 1: Continue to promote the development of collegial professional relationships between faculty and students through activities of the social work student organizations

Action step 2: Promote educational opportunities that enhance faculty/student relationships by promoting honors projects among students.

Action C: Develop recruitment plans to maintain and enhance the quality of students.

Action step 1: Identify target populations for recruitment
Action step 2: Implement strategies for marketing the School’s programs
Action step 3: Continue enrollment caps that protect the integrity of the BSW and MSW programs
Action step 4: Continue the plans for recruitment of culturally diverse students
Action step 5: Continue the plans for retention of culturally diverse students

Action D: Develop programs and opportunities for the continued promotion of cultural competency of students, faculty, and staff.

Action step 1: Continue to engage faculty, staff, and students in opportunities to examine their understanding of diversity and their cultural biases
Action step 2: Continue to assure that the curricula of both programs promotes knowledge and skills to serve culturally diverse populations.
Action step 3: Implement strategies that promote recruitment and retention of culturally and socially diverse faculty and staff

School of Social Work Strategy Two: Enhance The School’s distinction in Scholarship.
CAS Strategic Focus 1: Facilitate academic excellence

Action A: Promote faculty research and scholarship.

Action step 1: Support faculty research that contributes to the profession and the mission of the School

Action B: Promote student research and scholarship.

Action step 2: Continue to facilitate graduate students’ development of program/practice evaluation research projects that provide valuable data for field agencies

School of Social Work Strategy Three: Enhance the School’s visibility and active involvement in the professional and social service community.
CAS Strategic Focus 4: Share and promote our academic excellence.
Action A: Establish new and ongoing partnerships with community agencies and state, regional, and national organizations.

Action step 1: Engage the Advisory Board as an active partner of the School of Social Work
Action step 2: Engage in collaborative efforts with community partners
Action step 3: Develop formal methods to acknowledge the contributions of field instructors

Action B: Reinforce the School’s mission to further social justice through social change.

Action step 1: Involve students in social justice activities
Action step 2: Report service efforts on the School website

Action C: Enhance the School’s Continuing Education Program.

Action step 1: Develop continuing education workshops in collaboration with community professional agencies
Action step 2: Develop the continuing education program to be self-sustaining

School of Social Work Strategy Four: V. Enhance external funding from grants and outside donors to the School of Social Work
CAS Strategic Focus 3: Diversify and enhance financial support for academic excellence.

Action A: Pursue additional research and training grants.

Action step 1: Encourage faculty efforts to pursue research grants
Action step 2: Encourage faculty efforts to pursue training grants

Action B: Develop relationships with alumni and other potential donors.

Action step 1: Establish communication channel for thanking donors
Action step 2: Establish communication linkages between alumni and current students
Action step 3: Continue efforts with the Office of Development to identify potential donors