



THE GRADUATE SCHOOL
UNIVERSITY OF WASHINGTON

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July 25, 2016

To: Melissa Lavitt
Executive Vice Chancellor for Academic Affairs
Office of the Chancellor, UW Tacoma

From: David L. Eaton, Vice Provost and Dean *David L. Eaton*
Rebecca Aanerud, Associate Dean for Academic Affairs and Planning *Rebecca Aanerud*

Re: Social Work and Criminal Justice Program 2015-2016 Review

This memorandum outlines the recommendations from the review of the Bachelor of Arts in Social Welfare (BASW), Bachelor of Arts in Criminal Justice (BACJ), and the Master of Social Work (MSW) degree programs offered by the Social Work and Criminal Justice Program. Detailed comments can be found in the documents that were a part of the following formal review proceedings:

- Charge meeting between review committee, program, and administrators (May 4, 2015)
- Program's self-study (October 30, 2015)
- Site visit (January 28-29, 2016)
- Review committee report (February 29, 2016)
- Program response to the review committee report (March 31, 2016)
- Graduate School Council consideration of review (May 19, 2016)

The review committee was comprised of the following faculty:

Divya McMillin, Professor and Director, Institute for Global Engagement, School of Interdisciplinary Arts and Sciences, UW Tacoma (Committee Chair)
Diane Kinder, Professor Education Program, UW Tacoma
Cathryn Potter, Professor and Dean, School of Social Work, Rutgers, The State University of New Jersey, New Brunswick, NJ
Luis Fernandez, Associate Professor and Director, Master of Arts Program in Sustainable Communities, Department of Criminology and Criminal Justice, College of Social and Behavioral Sciences, Northern Arizona, Flagstaff, AZ

A member of the Graduate School Council presented findings and recommendations to the full Council at its meeting on May 19, 2016. Specific comments and recommendations regarding the Social Work and Criminal Justice Program include the following.

Program Strengths

1. The program combines both social work and criminal justice perspectives, offering a unique opportunity for students to learn from both faculty and students in the related discipline.

2. The program has strong faculty and staff with balance across faculty ranks at the program portfolio level. The tenure track faculty include 8 tenured social work professors, 2 tenure track social work professors, and 6 (untenured) criminal justice professors. The balance of experience and early career dynamism affords a strong opportunity for excellence in both research and teaching. Students, university administrators, and other stakeholders heartily praised the staff's competency, responsiveness, and availability.
3. All three degrees have well-established learning goals, systematic measurement process, and strong outcomes on learning goal dimensions.
4. All three degrees have strong student recruitment of place-bound, working students. Both retention and completion goals are being met. In addition, the BA in Criminal Justice degree has experienced rapid growth, growing from 22 students at inception in 2011 to 131 students today.
5. The social work programs (BASW and MSW) offer valued and valuable community-based, experiential learning opportunities for students.
6. The unit has established a governance structure with initial responsibility for curriculum structure and execution within subgroups (social work on one hand and criminal justice on the other) and with final votes before the combined faculty.

Challenges and Risks

1. The program climate does not reflect sufficient trust across the social work and criminal justice groups, and it is not clear that communication between the two groups has not produced mutual understanding of fundamental concepts in the areas (e.g., social justice, law enforcement, and service delivery).
2. Differences in training and faculty rank distribution across the social work and criminal justice disciplines has led to uncertainty over promotion and tenure criteria as well as an inability to meet student demand for more interdisciplinary instruction. Further, it is not clear that the best interests of the (exclusively junior) faculty in criminal justice are well-served by assuming initial responsibility for curriculum governance within the BACJ degree program.
3. Part-time faculty are not included in the current faculty governance structure.
4. Issues around campus-level service requirements, campus climate with respect to diversity and inclusion, and support for non-tenure track faculty impede the program's ability to meet critical goals. Further, recent changes in UW-Tacoma course scheduling and advising practices (a push to centralized advising) present challenges in serving students across the three programs.

Areas of Concurrence

1. The program and Review Committee exhibit broad general agreement across most program strengths and challenges. In particular, the program

reported that initiatives reflecting certain recommendations of the Review Committee are already underway. This includes identification of opportunities for greater communication between the social work and criminal justice faculty, revision of merit review, promotion and tenure guidelines, improvement of social work students' transitions to practicum environments, and expansion of a practicum experience for criminal justice students.

2. Program faculty are themselves divided regarding evolution of the governance structure and the Review Committee's recommendations regarding a move toward joint (across social work and criminal justice) decision making.
3. Program faculty expressed concerns that following the Review Committee's recommendation to hire "bridging thinkers" across the social work and criminal justice domains will result in hiring faculty without sufficient discipline-specific expertise. Some faculty also expressed concerns that this hiring strategy could unduly burden the new faculty without engaging the faculty as a whole.

Graduate School Council Recommendations

The Graduate School Council recommended reaffirming continuing status for the BASW, BACJ, and the MSW degree programs offered by the Social Work and Criminal Justice Program, with the next review to take place in 10 years, specifically in the 2025-2026 academic year.

The Graduate School Council also recommended that the program submit an Interim Report in 5 years that addresses progress made with faculty shared governance and a framework that reflects more effective communication between the Social Work and Criminal Justice faculty.

cc: Diane Young, Associate Professor and Director, Social Work and Criminal Justice Program, UW Tacoma
Patricia Moy, Associate Vice Provost for Academic and Student Affairs, Office of the Provost
Michaelann Jundt, Associate Dean, Undergraduate Academic Affairs
Tom Diehm, Principal Lecturer and Director of Field Education, Social Work and Criminal Justice Program, UW Tacoma
Social Work and Criminal Justice Program Review Committee
Yan Bai, Associate Professor, Institute of Technology, UW Tacoma, Graduate School Council Representative
Dan Turner, Associate Dean, Master's Programs, Foster School of Business
Graduate School Council Representative
Augustine McCaffery, Senior Academic Program Specialist, Academic Affairs and Planning, The Graduate School