



# TEXAS Social Work

# STRATEGIC PLAN

## 2024-2026

### WHO WE ARE

- We are change makers in social work research, education and practice who recruit and train premier leaders.
- We are ranked among the 10 best schools of social work in the nation.
- We are 10 robust institutes and centers that focus on interdisciplinary, scientifically rigorous social and behavioral research.
- We are a world-class team of high-caliber faculty and staff providing national leadership to promote social impact and economic justice alleviating critical social problems and enhancing human well-being.

### OUR VISION

To educate and inspire future social work leaders who are committed to advancing society through research, education, advocacy and practice. We strive to make a meaningful difference in people's lives and in the world through innovative teaching, impactful scholarship, and compassionate service.

### OUR PROCESS

This purpose of creating a strategic plan was to gather input and feedback from a diverse range of stakeholders. We formed eight initiative-area committees comprising students, staff, researchers, and community representatives. These committees commenced their activities in March 2023 and presented their summary of findings and short-term objectives to faculty and staff in April 2024.

From the wealth of information gathered from these committees our next step was to identify the top priorities for the School of Social Work and high-level operational actions that address feedback from various assessments and stakeholders and aligns with the University's strategic plan.



# INTRODUCTION

The University of Texas School of Social Work is committed to supporting our community members who come from across the state and around the world and who bring a variety of perspectives and experiences. Since its inception, social work education and practice have both advanced the values and ethical principles of social justice and human flourishing. At Texas Social Work these opportunities, values and ethical principles drive our work.

# VALUES

We are committed to keeping these values and principles central to who we are and what we do as we prepare exceptional leaders who help transform lives for good throughout the world.



## *Ethics and Integrity*

We practice professional ethics and integrity, and model as a community our commitment to integrity, accountability and respect in all professional endeavors

## *Excellence*

We adhere to the highest standards in research, teaching and service.

## *Creativity and Critical Thinking*

We value our culture of creativity and critical thinking, which enables our students and faculty to develop cutting-edge solutions for contemporary social challenges.

## *Advocacy*

We foster empowerment through education, advocacy and direct practice.

## *Innovation*

We promote innovation through partnerships and collaboration with forward-thinking entities aimed at creating powerful and transformative solutions.

## *Variety of Perspectives*

We embrace a variety of perspectives and experiences as researchers, teachers and students, in the classroom and the communities that we serve.

# STRATEGIC PRIORITIES

## Research

### *Rigor in Research and Scholarship*

Advance the field of social work through rigorous and innovative research and scholarship that relates to critical social issues and informs evidence-based practices.

## Education

### *Excellence in Education*

Provide comprehensive and interdisciplinary education with strategic partners at UT Austin, including the Hogg Foundation for Mental Health, Dell Medical School, the School of Nursing, the College of Pharmacy and others, that embraces impactful discourse and develops future effective and ethical social work leaders.

## Behavioral Health

### *Innovators in Behavioral Health*

Develop and model new approaches to health care delivery and access, and create robust research, innovation, education, and training.

## Community

### *Advocacy and Policy*

Utilize advocacy approaches that drive meaningful policy change and include a broad range of perspectives and partners.

## Global

### *Research, Partnerships and Education*

Strengthen a global ecosystem dedicated to research and education that fosters intercultural understanding, collaboration, interconnectedness and addresses international challenges.





## **OUR FUTURE** 2024-2026

For the 2024 to 2026 period, Texas Social Work will focus on the strategic priorities of behavioral health, global education and research. The following are strategic actions to hone our focus and achieve our goals.

# STRATEGIC ACTIONS 2024-2026

## Behavioral Health

### *Innovators in Behavioral Health*

We will pioneer new approaches to health care delivery and health care access, and create a robust model for related research, innovation, education and training.

We have developed a strategic partnership with Dell Medical School and welcomed the Hogg Foundation for Mental Health to Texas Social Work. These partnerships position the School to better collaborate and optimize our collective strengths. We will enhance behavioral health by integrating robust evidence-based practices, promoting mental wellness and reducing stigma.

Through community outreach, research and collaboration with health care providers, we aim to ensure accessible, compassionate and comprehensive care for all individuals, fostering resilience and improving overall well-being.

#### *Action Steps*

- Update course offerings.
- Continue to hire faculty and staff of the highest caliber.
- Increase practicum placements.
- Bolster behavioral health research and services.
- Develop a fund-raising strategy that supports our new initiatives.

## Global

### *Research, Partnerships and Education*

We are committed to advancing global education and research by fostering cross-cultural collaborations, promoting full access to knowledge and developing innovative learning solutions. Through strategic partnerships, interdisciplinary research and the dissemination of best practices, we aim to empower learners worldwide, bridge educational disparities and contribute to sustainable global development.

#### *Action Steps*

- Build and sustain international partnerships and collaborative opportunities between universities, research institutions and organizations to facilitate joint research projects and educational programs.
- Enhance education to address global social issues, cross-cultural understanding, and foster collaboration and interconnectedness.
- Host conferences and workshops that bring together global experts to share knowledge and discuss emerging issues.
- Extend global offerings to include faculty research and exploration.

# OPERATIONAL ACTIONS *2024-2026*

For the 2024 to 2026 period, in addition to implementation of our strategic priorities, we will prioritize these operational actions, identified by our eight committees who gathered from Spring 2023 until April 2024.

- Attract and retain exemplary faculty and staff by providing innovative techniques and practices for teaching.
- Provide opportunities to connect in meaningful ways as an organization.
- Develop forums for sharing Texas Social Work research to increase awareness and promote more inclusive community.
- Create and implement robust on boarding and off boarding processes.
- Build a mentoring program for staff and faculty.
- Develop an internal communication strategy that improves information flow and transparency.
- Provide development opportunities that include resources for conferences and training.
- Identify external funding, allows researchers to maintain projects while actively seeking new grant opportunities.
- Acknowledge the work and accomplishments of students, staff and faculty in various venues.
- Increase the School's visibility through collaborations with University partners.
- Create processes that generate and implement new ideas that foster creativity and develop innovative solutions.
- Continue to engage donors in our research programs and strategic priorities.







# LOOKING FORWARD

This dynamic document will continue to evolve. We will revisit the plan in 2027 to ensure our initiatives align with the University and our communities' needs. We hope for and need support, involvement and dedication from all stakeholders to bring these ideas to fruition.