

**SCHOOL OF SOCIAL WORK
ADDIS ABABA UNIVERSITY**

VISION: Social justice is realized in Ethiopia with the School of Social Work, Addis Ababa University as a leading institution of social work education in Africa, excelling in teaching, research, consultancy and public service

MISSION: The School of Social Work, Addis Ababa University exists to contribute to equity and social justice in Ethiopia by undertaking quality research, promoting excellence in teaching, developing a professional knowledge base, producing capable social workers and empowering people and communities.

OBJECTIVES & GOALS

To strengthen the governance of the School of Social Work

- Maintain academic freedom
- Increase diversity of students
- Increase diversity of staff by providing equal opportunity to all
- Develop and retain competent and dedicated staff
- Develop policies and guidelines for the school in line with the corporate policies of the Addis Ababa University

To strengthen administration of School of Social Work

- Develop institutional memory
- Ensure stability of institute location/ premises
- Establish a shared, efficient and accountable procurement, general service and human resource management unit together with Institute of Gender Study, Institute of Development Research and Regional and Local Development Studies (i.e. example, computer technician)
- Develop an adequate and well established social work literature collections
- Develop a School of Social Work computer lab in absence of creating a joint computer lab with the other units

To enhance research and consultancy services

- Build research infrastructure and consultancy services to generate resources for the expansion of research undertaking
- Create collaborative, innovative and practical research efforts with others to address contemporary social problems in Ethiopia

To harmonize the teaching practices to fit into the socio- cultural milieu of Ethiopia

- Establish a BSW program in 2007/08 academic year
- Review and revise curriculum for each program every three years
- Recruit and hire Ethiopian faculty for the three programs
- Increase local social work practitioners involvement in the teaching-learning process through the use of guest lecturers and joint appointments
- Strengthen field education instruction
- Develop teaching materials from research in Ethiopia
- Enhance the promotion of a student centered teaching-learning process
- Develop models of social work practices relevant to Ethiopia

To create and strengthen external relations, partnerships and networks with private sector, government organizations and nongovernmental organizations

- Establish and strengthen formal partnership with government organizations, non-government organizations, civil society organizations, universities and private sector organizations
- Enhance visibility of the School of Social Work
- Work with government offices and professional organizations to provide licensing of social workers
- Establish and strengthen community services

CORE VALUES

- Academic freedom. Students and faculty are encouraged to exercise their human rights to freely express ideas and opinions and discuss critical and controversial issues to address the social concerns of Ethiopian society, Africa and the world at large.
- Cultural humility and sensitivity. Students and faculty are aware of the values and needs of the people social workers are working with and respecting their perspectives; being self aware and taking steps to ensure that Social Workers are not imposing their values and perspectives on others.
- Empowerment. Students and faculty ensure the opportunity for people to make informed choices that impact their lives.
- Excellence in education. Students and faculty ensure continuous application of the review and revision of all aspects of education based on standards developed by the school and the larger profession of social work.
- Creativity in education. Students and faculty are encouraged to be innovative and develop new ideas and methods to contribute to a better Ethiopian society, Africa and the world at large.
- Gender equity. The School promotes equal access for both genders in all opportunities and obligations of Ethiopian society.
- Multiculturalism. Students and faculty recognize and promote the strengths of all cultures.
- Professionalism. The School promotes the highest standard of integrity and conduct.
- Social equity. The School promotes equal access for all persons in all opportunities and obligations in Ethiopian Society regardless of ethnic or religious identity, disability, or political affiliation.
- Social justice. The School promotes social justice: an ideal condition in which all members of a society have the same rights, opportunities, obligations and social benefits.
- Student centeredness. The teaching-learning philosophy of the school places students at the focus of the work.