

UNIVERSITY OF WASHINGTON

*The Graduate School
200 Gerberding Hall
Box 351240
Seattle, Washington 98195-1240*

*Telephone (206) 543-5900
Fax (206) 685-3234*

February 23, 1998

To. Lee Huntsman, Provost
Debra Friedman, Associate Provost

From: Marsha Landolt, Dean

Re. School of Social Work 10-year review

Enclosed is the School of Social Work self study, the report of the review committee and the response of the School. The Graduate School Council recommends that authorization to offer the Bachelor of Social Welfare, the Master of Social Work and the PhD in Social Welfare be continued. A brief summary of the significant findings of the review follows.

Description

The BASW enrolls 130 FTE students, the MSW 327 and the Ph.D. approximately 40. There are 40.25 state-funded faculty FTE (36 full time and 8 part time) Faculty are expected to have the ability to teach across all three educational programs. Seven of these faculty offset a portion of their salary with federal research grants. In addition, there are 5 FTE Research faculty supported on grant money. Federal training grants support 2.5 FTE lecturers and 8 75 FTE Teaching Associates There are 177 Clinical and Affiliate Faculty as Practicum Instructors. This is clearly the dominant Social Work program in the region. Eastern Washington offers a program for general practice in rural settings. There is a small program in Walla Walla and a growing program at Portland State.

Each year approximately 55 BASW, 138 MSW and 2-4 Ph.D. degrees are awarded. Acceptance rates are about 1/3 of applicants for the BASW and MSW programs and about 1/10 applicants are accepted for the Ph.D. The average time to completion of the Ph.D. is 17.8 quarters. Time to completion of the professional degrees is in accord with the actual time required to earn the credits required for the respective degree. The MSW is accessible in a 1-year format for students with advanced standing and through a 3-year evening offering. Employment rates for MSW and PhD students in their chosen area is high, 90% for MSW and Ph.D. Approximately 50% of BASW recipients actually pursue careers in the field of social work, while others pursue additional education or pursue careers in other fields. Students and alumni generally think highly of the program The School is addressing the relatively few areas of concern identified by the review committee

In addition to the Seattle-based programs, the School is providing invaluable assistance to the UWT campus to develop a MSW and is exploring distance learning options. Distance learning options may become important in expanding opportunities for students at the branch campuses as well as elsewhere.

Research support, which was \$3M in 1988 has grown to \$8.9M in 1996. This research strength is a resource to each of the academic programs.

This program is one of the strongest in the nation by ranking in US News and World Report (4th position in a three-way tie), national reputation among peers and receipt of grant awards (1st in the nation for Schools of Social Work). The review committee report and the self-study clearly document the commitment of the faculty and the Dean to the roles of teaching, research and service.

Concerns raised by the review committee and School response

1. *Retention of faculty of color.* The School values diversity highly and has achieved it to a commendable degree. Forty-five percent of the faculty are women and 24% are of color. The strength of the School and its ability to develop junior faculty have made it an attractive target for raiding by other institutions. The School has lost several faculty of color in recent years, although others have been kept through competitive responses made with the support of the Provost. The School is working on recruitment and retention issues with regard to those factors it can influence. Although salary disparity cannot be addressed by the School, the School has developed several initiatives to address this issue (page 19 of the self-study).
2. *Expanded interdisciplinary relationships.* The School has done quite well in developing interdisciplinary research. The Dean now chairs a subcommittee of the Board of Deans to address interdisciplinary opportunities. The review process itself uncovered opportunities for collaboration in teaching and research between the School of Social Work and the School of Public Health, which will be pursued.
3. *Consider discontinuation of the BASW, at least on the Seattle campus, in view of the number of fronts upon which the School is engaged and its limited resources.* This suggestion was made by the review committee out of the concern for resources. Few Schools of Social Work offer the diversity of programs offered here while maintaining a strong record in research. The School is unusually efficient in this regard. The School strongly responds that the BASW degree program is in demand and serves a need within the University and community. It allows access to an education in social welfare both for students interested in Social Work careers and for those with career interests in other areas. Approximately half of the BASW recipients do not directly enter the field of social work. Students in sociology have asked that the BASW program be expanded. The BASW program has also served as a source of creativity in teaching methods for other programs in the School and in other units in the University.
4. *Reallocation of resources to support the MSW practicum.* The review committee intended that money saved from the BASW program could be applied here. The School seeks additional support from the University for the MSW practicum, and has made it its highest budget priority for additional state funds.
5. *Increased availability of funding for Doctoral students beyond the first years and a more formalized introduction to faculty.* The School has just received a NIH training grant that will support 5-6 doctoral students for 5 years of study. It is now able to guarantee support for all doctoral students through their first 3 years of study. At the time of the review, support could be guaranteed for only the first 2 years. Progress is clearly being made on this issue.
6. *Streamline the School's committee and administrative process.* The School has undertaken these initiatives.

Issues raised by the graduate council

1. The Council notes that the School has addressed the efficiency of instruction in part by decreasing the number of course offerings from 139 to 106. This has made it possible for the School to continue to offer its programs and support its other activities, but at the cost of the availability of electives. The disadvantage of a limited selection of electives is offset, at least

in part, by the requirement for a highly structured program to maintain accreditation. The expected faculty course load in the School is 5 per year. Most faculty teach 3-4 courses per year through arrangements that recognize other contributions, such as student mentoring, published research, administrative responsibilities and salary offsets from grants. The School notes that it is at the bottom of its peers in terms of faculty FTE.

2. The operations budget of the School is approximately 2.17% of its state allocation. This amounts to \$72,148. In the past year, operations expenditures were actually \$443,150. The difference was obtained from the Unit Reserve, in part supplied by salary recapture from federal grants. It appears that future budget reductions may have to be made from reductions in faculty or staff number at the risk of eroding the program.
3. There may be some opportunity for the School to receive additional University funds through its support of the development of the MSW program at the Tacoma campus. It may be worthwhile to consider a program at the Bothell campus as well, serving Snohomish County.

Recommended action

The council recommends that the School of Social Work retain authorization to offer all three degrees.

This is clearly an outstanding School of Social Work that deserves to be commended and supported as such.

- c. Nancy Hooyman, Dean, School of Social Work
John Slattery, Associate Dean, The Graduate School