

**National Association of Deans and Directors of
Schools of Social Work
Fall 2012 Salary Survey**

Data Analysis Compiled by

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And

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Summary Data

*N=130

*Five responses were excluded due to being extreme outliers.

Salary Changes 2010 to 2012

		Mean	Median	Range
All	All Respondents	\$143,289	\$123,000	\$ 55,000-\$353,000
	Chair	\$103,727	\$102,000	\$ 68,000-\$180,000
	Dean	\$143,283	\$123,000	\$ 55,000-\$353,000
	Director	\$131,732	\$118,500	\$ 66,970-\$165,000
	Interim/Acting	\$123,760	\$115,112	\$ 67,654-\$200,000
	<i>*Coordinator n=1 excluded from analysis</i>			
Private	All Private	\$143,283	\$123,000	\$ 55,000-\$353,000
	Chair	\$ 81,906	\$ 85,000	\$ 68,000-\$ 92,000
	Dean	\$143,283	\$123,000	\$ 55,000-\$353,000
	Director	\$ 105,723	\$104,000	\$ 66,900-\$149,500
	<i>*Coordinator n=1 excluded from analysis</i>			
Public	All Public	\$140,719	\$122,447	\$ 55,000-\$285,000
	Chair	\$103,726	\$102,000	\$ 55,000-\$180,000
	Dean	\$213,069	\$200,000	\$100,000-\$285,000
	Director	\$131,732	\$118,500	\$ 85,776-\$165,000
	Interim/Acting	\$123,759	\$115,112	\$ 67,654-\$200,000

Salary Changes 2010 to 2012

	<u>Position</u>	<u>2010 Mean</u>	<u>2011 Mean</u>	<u>2012 Mean</u>
All	Respondents	\$132,689	\$140,289	\$143,283
	Chair	\$101,187	\$100,106	\$103,727
	Dean	\$190,752	\$205,102	\$143,283
	Director	\$101,141	\$113,783	\$131,732
Private	Respondents	\$142,837	\$152,837	\$143,283
	Chair	\$87,250	\$92,167	\$81,906
	Dean	\$200,300	\$214,404	\$143,283
	Director	\$91,015	\$96,197	\$105,723
Public	Respondents	\$130,078	\$134,911	\$140,719
	Chair	\$103,236	\$101,507	\$103,726
	Dean	\$193,005	\$197,867	\$213,069
	Director	\$109,044	\$119,456	\$131,732

Pay Raise Over 2011 Salary

13 of 64 (20%) Chair	Average Pay Raise 3.95%
23 of 64 (36%) Dean	Average Pay Raise 4.15%
24 of 64 (37.5%) Director	Average Pay Raise 3.98%
32 of 64 (50%) Female	Average Pay Raise 4.21%.
32 of 64 (50%) Male	Average Pay Raise 2.33%
22 of 64 (34%) Private	Average Pay Raise 3.98%
42 of 64 (66%) Public	Average Pay Raise 4.0%

Participants by Position Title

Chair	25.4%
Coordinator	.77%
Dean	29.23%
Director	37.69%
Interim/Acting	6.15%
Other	.77%

Gender

Female	59.23%
Male	40.77%

Tenure Status

Tenured	93.02%
Not Tenured- do not hold a tenure track	.78%
Not Tenured- but on a tenure track	3.88%
Tenure not granted at Institution	2.33%

Race/Ethnicity

African American	13.28%
Asian American	2.34%
Latino	5.47%
Native American	2.34%
White	72.66%
Other	3.91%

Years as Dean/Director	current position	Total Years Academic Administration
All	5.19	8.21
Chair	3.21	5.27
Coordinator	0	0
Dean	7.37	11.41
Director	5.55	8.09

Interim/Acting 1.38 7.38

Percent Who Hold Endowed Position - 6.4% (endowed positions held only by deans)

Host Institution's Structure

Private 22.83%
Public 77.17%

Social Work Program Autonomy Status

Freestanding 34.13% (all deans reported freestanding programs)
Non-Freestanding 65.87%

Academic Programs Offered in School/College

BSW + MSW 47.29%
BSW+MSW+PhD/DSW 27.91%
MSW + PhD/DSW 10.85%
MSW + MS/MA+PhD 1.55%
MSW + MS/MA 2.33%
MSW alone 9.30%
BSW w/MSW in Candidacy .78%

Note: MSW w/BSW in candidacy reported 0%

Total Students in Host Institution

Less than 8,000 16.15%
8,000-13,000 14.62%
13,001-20,000 21.54%
Greater than 20,000 47.69%

Total Students in Program

Average Total Students	467.39	Total other - MA/MS	3.82
Total PhD/DSW	25.17	Total other – BA/BS	35.29
Total MSW	276.68		
Total BSW	196.29		

Response By Position Title

Gender	Chair	Dean	Director	Interim	Response Total
Female	57.6%	55.3%	59.2%	75%	62.5%
Male	42.4%	44.7%	40.8%	25%	37.5%

Race/Ethnicity	Chair	Dean	Director	Interim	Response Total
African American	9.4%	16.2%	10.2%	37.5%	13.4%
Asian American	3.1%	2.7%	0%	0%	2.4%
Latino	12.5%	5.4%	2%	0%	2.4%
White	65.6%	64.9%	85.7%	62.5%	72.4%
Native American	6.3%	2.7%	0%	0%	5.5%
Other	3.1%	8.1%	2%	0%	3.9%

Tenure Status	Chair	Dean	Director	Interim	Response Total
Tenured	90.9%	94.7%	16.2%	100%	93.2%
Not Tenured	0%	93.8%	2.6%	0%	
Not Tenured-tenure not offered	3%	0%	0%	0%	3%
Not Tenured but on tenure track	6.1%	6.3%	2.6%	0%	2.3%

Institution Structure	Chair	Dean	Director	Interim	Response Total
Private	16%	37.8%	18.4%	12.5%	23%
Public	84%	62.2%	8.6%	87.5%	77%

Program Autonomy	Chair	Dean	Director	Interim	Response Total
Freestanding	3%	100%	6%	25%	34%
Non-Freestanding	97%	0	94%	75%	66%

Academic Programs Offered	Chair	Dean	Director	Interim	Response Total
BSW+MSW	75.8%	10.5%	58.3%	37.5%	47.7%
BSW+MSW+PhD/DSW	3%	52.6%	27.1%	25.6%	28.1%
MSW+PhD/DSW	0%	31.6%	2.1%	12.5%	10.9%
MSW w/other MA/MS	3%	0%	4.2%	0	2.3%
BSW w/MSW in Candidacy	0%	0%	6.3%	2.1%	2.3%

Total Students in Host Institution	Chair	Dean	Director	Interim	Response Total
Less than 8,000	30.3%	13.2%	10.2%	12.5%	16.3%
8,000-13,000	21.2%	7.9%	14.3%	12.5%	14.0%
13,001-20,000	18.2%	18.4%	26.5%	25.0%	21.7%
Greater than 20,001	30.3%	60.5%	49%	50%	48.1%

Comparison by University Size- Salary Average

Less than 8,000

Private	Chair	Dean	Director	Interim
BSW+MSW	\$81,906	\$98,445	\$66,690	nr
BSW+MSW+PhD/DSW	nr	nr	\$127,110	nr

MSW+PhD/DSW	nr	\$171,124	nr	nr
Public	Chair	Dean	Director	Interim
MSW Alone	nr	nr	\$83,101	\$130,000
BSW+MSW	\$85,516	nr	nr	nr
BSW+MSW+PhD/DSW	nr	\$294,000	nr	nr

nr = Not Reported

8,001-13,000

Private	Chair	Dean	Director	Interim
BSW+MSW+PhD/DSW	nr	nr	\$104,222	nr
MSW+PhD/DSW	nr	\$198,345	nr	nr
Public	Chair	Dean	Director	Interim
BSW+MSW	\$101,094	nr	nr	nr
BSW+MSW+PhD/DSW	nr	nr	nr	\$101,000
MSW Alone	\$106,422	nr	\$92,717	nr
BSW w/MSW in Candidacy	nr	nr	\$113,858	nr

nr = Not Reported

13,001-20,000

Private	Chair	Dean	Director	Interim
BSW+MSW+PhD/DSW	nr	\$196,300	nr	nr
BSW+MSW	nr	\$170,039	\$100,367	nr
MSW+PhD/DSW	nr	\$280,000	nr	nr
Public	Chair	Dean	Director	Interim
BSW+MSW	\$112,573	\$115,067	nr	\$67,654
BSW+MSW+PhD/DSW	nr	\$180,800	\$231,000	nr
MSW Alone	\$137,000	nr	\$120,000	\$85,000
MSW w/MA/MS Programs	nr	nr	\$126,000	nr

nr = Not Reported

Greater than 20,000

Private	Chair	Dean	Director	Interim
MSW+PhD/DSW	nr	\$287,500	nr	nr
Public	Chair	Dean	Director	Interim
BSW+MSW	\$114,253	nr	\$117,330	\$116,467
BSW+MSW+PhD/DSW	\$72,000	\$209,911	\$141,783	\$200,000
MSW+PhD/DSW	nr	\$219,800	\$95,000	\$99,600
MSW Alone	\$103,190	nr	nr	nr
MSW w/MA/MS Programs	\$85,000	nr	\$144,612	nr

nr = Not Reported