

**National Association of Deans and Directors of
Schools of Social Work
2011-2012 Salary Survey**

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Executive Summary

This report provides salary data for deans, directors, chairs and coordinators of NADD program members. Historically, salary related information for social work deans, directors, chairs, and coordinators were collected sporadically, not on a fixed time-table. The most consistent salary report for academic administrators is published in the *Chronicle on Higher Education Almanac Issue*, typically released each August or September, which reports salaries for deans and associate/assistant deans. The annual *Almanac Issue* does not provide salary information for departmental chairs, directors, or coordinators.

The NADD Social Work Salary Survey was conducted in September of 2011 with 103 persons responding to the survey; this year's total respondents of the NADD membership, 48%, was lower compared to the 2010 report, 62.7% (n=131). Based on the low responses rate, we caution readers in their interpretation and generalization of this data.

Interesting Findings Comparing 2011 Data with 2010 Data

- Overall, the mean salary for social work administrators increased by 5.7%, from \$132,689 to \$140,289. This alone is surprising given the lingering economic difficulties and challenges faced by public and private universities alike.
- The salaries of administrators in private colleges increased at a greater rate, 6.95%, compared to those individuals in public universities, 3.71%.
- There was a 49% decrease, 17.5% to 8.8%, in the number of African-American administrators while a 17.4% increase in the number of Anglo administrators.
- The majority of female academic administrators work in public universities, there was minimally significant difference in salaries between males and females in the public university setting.
- Anglo males, with an average of 10 year experience, are most likely to hold academic administrator positions, most often the title of dean, at a private university with a salary in excess of \$201,000.
- There were observable salary differences between a dean of private versus public university where a BSW, MSW and PhD/DSW are offered. On average, public university deans make \$122,000 more than private university deans. However, that is tempered by the number of students the dean in a public university is responsible for, which is between 75%-90% of the market, depending on program type.
- Public university directors in larger university systems appear to on average make significantly less than their counterpart in public universities, despite having the major market share of students.

2011-2012 Summary Data

N=103

Current Salary

		<u>Mean</u>	<u>Median</u>	<u>Range</u>
All	All Respondents	\$140,289	\$120,000	\$ 52,000-\$350,000
	Chair	\$100,106	\$ 97,750	\$ 64,000-\$125,000
	Dean	\$205,102	\$196,000	\$52,000-\$350,000
	Director	\$113,783	\$112,000	\$ 68,000-\$225,000
	Interim/Acting	\$114,061	\$108,000	\$80,000-\$160,000
Private	All Private	\$152,837	\$125,000	\$52,000-\$350,000
	Chair	\$92,167	\$91,000	\$87,500-\$98,000
	Dean	\$214,404	\$211,406	\$52,000-\$350,000
	Director	\$96,197	\$95,783	\$68,000-\$125,000
	Interim/Acting	\$115,000	&125,000	\$80,000-\$140,000
Public	All Public	\$134,911	\$120,000	\$64,000-\$292,000
	Chair	\$101,507	\$100,800	\$64,000-\$125,000
	Dean	\$197,867	\$191,000	\$127,000-\$292,000
	Director	\$119,456	\$118,000	\$77,000-\$225,000
	Interim/Acting	\$113,356	\$103,800	\$85,824-\$160,000

For confidentiality purposes (n=1), the information was not provided. Two responses were excluded due to being extreme outliers.

Salary Changes 2010 to 2011

	<u>Position</u>	<u>2010 Mean</u>	<u>2011 Mean</u>	<u>Percent Change 2010 and 2011</u>
All	Respondents	\$132,689	\$140,289	5.7%
	Chair	\$101,187	\$100,106	<1%>
	Dean	\$190,752	\$205,102	7.5%
	Director	\$101,141	\$113,783	12%
Private	Respondents	\$142,837	\$152,837	6.95%
	Chair	\$87,250	\$92,167	5.6%
	Dean	\$200,300	\$214,404	7.04%
	Director	\$91,015	\$96,197	5.69%
Public	Respondents	\$130,078	\$134,911	3.71%
	Chair	\$103,236	\$101,507	1.67%
	Dean	\$193,005	\$197,867	2.59%
	Director	\$109,044	\$119,456	9.54%

Comparison of Salaries by Position and University Size

Salary Average by school size

Less than 8,000

		<u>Chair</u>	<u>Dean</u>	<u>Director</u>
Private	BSW+MSW+PhD/DSW	--	\$170,000	\$104,000
	BSW+MSW	\$91,000	--	\$80,823
	MSW Only	--	--	\$77,000
	MSW+PhD/DSW	--	\$186,000	--
Public	BSW+MSW+PhD/DSW	--	\$292,000	--
	BSW+MSW	\$96,750	--	--
	MSW Only	--	--	--
	MSW+PhD/DSW	--	--	--

8,000-13,000

Private	BSW+MSW+PhD/DSW	--	\$210,000	--
	BSW+MSW	\$98,000	--	--
	MSW Only	--	\$214,337	\$118,500
	MSW+PhD/DSW	--	--	--
Public	BSW+MSW+PhD/DSW	--	--	--
	BSW+MSW	\$109,718	--	\$95,200
	MSW Only	--	--	--
	MSW+PhD/DSW	--	--	--

13,001-20,000

Private	BSW+MSW+PhD/DSW	--	--	--
	BSW+MSW	--	\$167,563	\$114,000
	MSW Only	--	\$212,812	--
	MSW+PhD/DSW	--	\$275,000	--
Public	BSW+MSW+PhD/DSW	--	\$192,000	--
	BSW+MSW	\$110,000	--	\$111,521
	MSW Only	\$112,000	--	--
	MSW+PhD/DSW	--	--	--

Great than 20,000

Private	BSW+MSW+PhD/DSW	--	--	--
	BSW+MSW	--	--	--

	MSW Only	--	--	\$125,000
	MSW+PhD/DSW	--	\$283,500	--
Public	BSW+MSW+PhD/DSW	\$100,800	\$192,069	\$150,996
	BSW+MSW	\$92,975	--	\$124,960
	MSW Only	\$90,000	--	
	MSW+PhD/DSW	--	\$209,460	

Participants by Position Title

Chair	16.5%
Dean	36.8%
Director	38.5%
Interim/Acting	8.8%

Gender

Female	61.5%
Male	38.5%

Tenure Status

Tenured	95.6%
Not Tenured	1.1%
Tenure Not Granted at Institution	3.3%

Race/Ethnicity

African American	8.8%
Asian American	2.4%
Latino	1.1%
Native American	0%
White	85.7%
Other	1.1%

<u>Years as Dean/Director</u>	<u>Current Position</u>	<u>Total Years Academic Administration</u>
All	5.25	7.95
Chair	4.45	7.15
Dean	7.03	10.30
Director	5.12	7.44
Interim/Acting	.50	2.88

Percent Who Hold endowed chair position - 5.8% (all are held by Deans)

Host Institution's Structure

Private	27.8%
Public	72.2%

Social Work Program Autonomy Status

Freestanding	36.3% (All Deans and one Chair reported freestanding)
Non-Freestanding	63.7%

Academic Programs Offered in School/College

BSW + MSW	47.3%
BSW+MSW+PhD/DSW	27.5%
MSW + PhD/DSW	14.3%
MSW alone	7.7%
BSW w/MSW in Candidacy	2.2%

Note: MSW with other MA/MS+ PhD/DSW, MSW + other MA/MS, and MSW w/BSW in candidacy reported 0%

Total Students in Host Institution

Less than 8,000	18.7%
8,000-13,000	17.6%
13,001-20,000	19.8%
Greater than 20,000	44.0%

Total Students in Program

Average Total Students	459.80	Total other - MA/MS	11.76
Total PhD/DSW	27.59	Total other – BA/BS	22.06
Total MSW	281.15		
Total BSW	167.19		

Response By Position Title

<u>Gender</u>	<u>Chair</u>	<u>Dean</u>	<u>Director</u>	<u>Interim/Acting</u>	<u>Response Total</u>
Female	70%	52.9%	65.9%	75%	63.1%
Male	30%	47.1%	34.1%	25%	36.9%

<u>*Race/Ethnicity</u>	<u>Chair</u>	<u>Dean</u>	<u>Director</u>	<u>Interim/Acting</u>	<u>Response Total</u>
African American	10%	8.8%	7.3%	37.5%	10.7%
Asian American	5%	0%	2.4%	12.5%	2.9%
Latino	5%	0%	2.4%	0%	1.9%
White	80%	88.2%	87.8%	50%	83.5%
*Other	0%	2.9%	0%	0%	1%

*no Native Americans were reported. Other was Latino/White

<u>Tenure Status</u>	<u>Chair</u>	<u>Dean</u>	<u>Director</u>	<u>Interim/Acting</u>	<u>Response Total</u>
Tenured	85%	100%	92.7%	87.5%	93.2%
*Not Tenured					
Tenure not Offered	5%	0%	2.4%	12.5%	2.9%

*No respondent reported as not being tenured

<u>Institution's Structure</u>	<u>Chair</u>	<u>Dean</u>	<u>Director</u>	<u>Interim/Acting</u>	<u>Response Total</u>
Private	15%	42.4%	24.4%	37.5%	29.4%
Public	85%	57.6%	75.6%	62.5%	70.6%

<u>Social Work Program Autonomy</u>	<u>Chair</u>	<u>Dean</u>	<u>Director</u>	<u>Interim/Acting</u>	<u>Response Total</u>
Freestanding	5%	100%	24.4%	25%	36.3%
Non-Freestanding	95%	0%	100%	75%	63.7%

<u>Academic Programs Offered in School/College</u>	<u>Chair</u>	<u>Dean</u>	<u>Director</u>	<u>Interim/Acting</u>	<u>Response Total</u>
BSW + MSW	75%	8.8%	70%	50%	49.1%
BSW+MSW+PhD/DSW	5%	47.1%	17.5%	12.5%	24.5%
MSW + PhD/DSW	0%	35.3%	0%	12.5%	12.7%
MSW alone	15%	2.9%	10%	12.5%	8.8%
BSW w/MSW in Candidacy	5%	2.9%	2.5%	12.5%	3.9%
MSW w/Other MA/MS+PhD/DSW	0%	2.9%	0%	0%	1%

Note: 0% reported for MSW with other MA/MS, MSW w/BSW in candidacy, and MSW+ PhD/DSW w/BSW in candidacy

<u>Total Students in Host Institution</u>	<u>Chair</u>	<u>Dean</u>	<u>Director</u>	<u>Interim/Acting</u>	<u>Response Total</u>
Less than 8,000	30%	14.7%	17.1%	50%	21.4%
8,000-13,000	25%	17.6%	17.1%	0%	17.5%
13,001-20,000	25%	14.7%	26.8%	12.5%	21.4%
Greater than 20,000	20%	52.9%	39%	37.5%	39.8%