RECRUITMENT AND RETENTION OF SOCIAL WORK FACULTY: A MULTI-COUNTRY REVIEW

National Association of Deans and Directors of Schools of Social Work Meeting
San Diego, California

Dr. Robin Mama, Dean, Monmouth University School of Social Work
Ms. Amy Bess, MSW, Coordinator, GSSWA
AGENDA

- Overview – Why a multi-country review of faculty recruitment and retention?

- Partners involved
  - Monmouth University School of Social Work
  - The Global Social Service Workforce Alliance

- Methodology of the study

- Findings

- Next Steps
1. Why a multi-country review of faculty recruitment and retention?
Social service workers create protective environments for healthy development and well-being by:

- tackling poverty
- reducing discrimination
- promoting social justice
- ensuring protection from violence, abuse, exploitation and neglect
- providing needed services

to care for and support those who need it most.

The social service workforce can be broadly defined as:

• a variety of workers, paid and unpaid, professional and para-professional, governmental and nongovernmental,

• which make the social service system function, and contribute to promoting the rights and ensuring the care, support and protection of children.
THE SOCIAL SERVICE WORKFORCE – ALLIED WORKERS

• Important to recognize allied workers – professionals, paraprofessionals and volunteers in sectors such as health, education, or justice – that work in the public and non-governmental sectors on behalf of vulnerable children and families.
Many innovations and interventions are underway to expand and strengthen the workforce.
Closely linked to:

• Strengthening social work leadership and collaborative partnerships
• Addressing transitional issues related to social work administration
• Improving the sustainability of the social work profession
2. Partners involved
MONMOUTH UNIVERSITY
Private, non-sectarian University
* 6300 students
* 32 baccalaureate programs
* 23 masters programs

www.socialserviceworkforce.org @SSWAlliance
Investing in Those Who Care for Children: Social Welfare Workforce Strengthening Conference
CONFERENCE REPORT
November 15-18, 2010 / Cape Town, South Africa
March 15, 2011
THE GLOBAL SOCIAL SERVICE WORKFORCE ALLIANCE

Vision
The Global Social Service Workforce Alliance works toward a world where a well-planned, well-trained and well-supported social service workforce effectively delivers promising practices that improve the lives of vulnerable populations.

Mission
To promote the knowledge and evidence, resources and tools, and political will and action needed to address key social service workforce challenges, especially within low to middle income countries.

Approach
- **Serve as a convener** for an inclusive, representative network of stakeholders to create a forum for discourse and collective learning
- **Advance knowledge** by deriving, organizing and disseminating critical evidence-based research, resources, tools, models and best practices
- **Advocate** for workforce-supportive policy reforms at the global and national levels
BECOME INVOLVED

**Advance knowledge**
- Share tools, resources, models and best practices
- Help develop technical briefs, tools, case studies
- Read and contribute e-updates and resource database

**Network and connect**
- Participate in webinars, events and forums
- Participate in interest groups
- Take leadership on governance bodies

**Advocate**
- Amplify your voice by joining with others to raise awareness
- Contribute to policy roundtables
- Advocate for policy changes
3. Methodology
METHODOLOGY

1. Literature review
2. Interviews were carried out to learn more about retention and recruitment issues from a representative sample of institutions
3. An international social work conference panel in Uganda in March 2014
4. A webinar composed of five university deans and directors of social work programs in September 2014, which used the results of the first two components to inform a deeper discussion of the issues and recommendations.
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4. Findings
RECRUITMENT CHALLENGES

- Shortages of Social Work Faculty
- Competition
- Regulations and Policy Restrictions
RECRUITMENT STRATEGIES

- Short-term strategies
- Mid-term strategies
- Long-term strategies
When recruiting from a limited number of candidates for faculty positions, a strategy identified by many countries was to recruit from within their own graduate pool. This approach is not used as commonly in the US. What are the pros and cons?
RETENTION CHALLENGES

- Overburdened Staff
- Regulations and Restrictions
RETENTION STRATEGIES

- Development from within
- Incentives
- Supportive Work Environments
5. Next Steps
**OBSERVATIONS**

- A strong university workforce is needed to prepare the next generation of social work practitioners as well as to create a pipeline of future faculty.
- Share resources and best practices on faculty recruitment and retention by deans and program directors with their colleagues around the world, especially with those in new programs and schools.
- Encourage faculty to create research and/or scholarship projects that involve collaboration with colleagues in other institutions where opportunities arise to support mutual learning across institutions or countries.
What ideas do you have about expanding research and scholarship in this area? How can strengthened partnerships across different countries be incorporated?
REFERENCES