

## Responses for Clinical Position 10/22/2015

Thanks for the great meeting at the APM!

I am a bit hesitant to post to the group after our discussion about the listserv rules, but I could not figure out who amongst us have clinical faculty. I do apologize for cluttering the inbox. Pl reply only to me, and I will collate and send back the information.

With growth, we are looking to hire teaching faculty to add to our growing tenure track faculty. I am trying to see what is the best way to do this and I am looking for some information:

1. What are the usual titles associated with these hires? (Clinical Assistant; Lecturer, etc.)
2. How many courses do they teach in an academic year?
3. What's a typical salary for such hires in a Tier 1 institution? 9 months or 12 months
4. Do they have additional service requirements (like reviewing admissions files etc.)?
5. Can they serve as MSW program or BSW program coordinators?

Thanks in advance!

### Program 1

Hi,

We are a medium-sized teaching school. We have several clinical faculty who start out as Clinical Assistant Professors and, over time, may earn promotion to Clinical Associate Professors. They teach a full load which, for us, is 12 credits per semester. They have all the same department service responsibilities, but do not need to serve on University committees. They are 10 month faculty. One of them is currently serving as our MSW Program Director.

I am a strong advocate of a mix of clinical faculty and tenure-track faculty. In our department, they complement one another nicely.

I will be interested to see what others say. I hope you plan to summarize what you receive and repost to the list.

### Program 2

1. What are the usual titles associated with these hires? (Clinical Assistant; Lecturer, etc.)  
I have 14 clinical faculty and they hold titles of Clinical Assistant, Clinical Associate, and Clinical Professor. Their promotion is reviewed by the University promotion and tenure committee with emphasis on their teaching, advising, and service performance. There is no expectation of

publication or research but those who do are recognized in their annual reviews and when they come up for promotion

2. How many courses do they teach in an academic year?  
Two courses per semester in either the undergraduate and graduate. The rest of their responsibility is on field advising and liaison with community agencies.
3. What's a typical salary for such hires in a Tier 1 institution? 9 months or 12 months  
All our salaries are 9 month and additional salary can be earned by teaching summer courses (or in a few instances I may pay them a month or two in the summer if they take on administrative tasks for that period). I've recently given them a substantial bump such that the lowest paid is about \$48-50,000. Highest paid is \$60k.
4. Do they have additional service requirements (like reviewing admissions files etc.)?  
The field advising as mentioned about. Three of them act as assistant dean for undergraduate studies, assistant dean for master's program, and assistant dean for field education. This includes a summer salary supplement of about 30%.
5. Can they serve as MSW program or BSW program coordinators?  
Yes, as I mentioned in #4.

### Program 3

We have clinical faculty. We hire them in as Clinical instructor and have guidelines for promotion to Clinical Assistant Professor. They teach 4/4

Salary 45,000. We are not tier 1

They are 9 months and love that, adm wants them to be 12 which is raised each time we talk about pay

They are committee members if they are full time with us

I am toying with the idea of msw coor and may adjust clinical promotion guidelines to reward that if we do.

### Program 4

XXXX has several Non-Tenure Track faculty titles, of which social work uses three:

Teaching Professors (Instructor, Asst Prof. of Teaching, Associate Prof. of Teaching, etc.)

Professors of Professional Practice (Instructor, Asst of PP, Assoc. of PP, etc.)

Research Professors (Research Associate, Assistant Research Prof., Assoc. Research Prof., etc.)

Our teaching professors include those in field education and advising, all of whom also teach, and those who teach full-time with no administrative functions. Our BASW program director is an Associate Professor of Teaching.

Our Professors of Professional Practice, and long-time professionals, often retired agency directors or government leaders, or mid-career folks with distinguished careers, who decide to come to teach full-time. Because we only hire at the Associate, Full and distinguished level, they tend to have higher salaries. Our Management and Policy sequence (concentration) is led by a Professor of Professional Practice.

Research Professors are completely grant funded. At the Assistant level and up, they are Pis.

Last year our union contract mandated the creation of these career ladders, and creation of the promotion criteria for them. We are in our first round of NTT promotions this year.

## Program 5

I have two clinical faculty at XXX. They are both "Clinical Assistant Professors of Social Work." They teach a 3/3 load with advising and service commitments. They have an 8.5 month contract. They earn \$55k per year. No, they cannot serve in any administrative role.

## Program 6

Clinical Assistant/Associate/ Professor

6 courses per year

9 months but I might go to 12

Yes additional requirements for service and yes both my MSW and BSW coordinators are clinical faculty

## Program 7

See my responses below and I think you had to send this out to all because it is not clear without a CSWE report or a web search who has what type of faculty. We do have what XXX University calls non-tenure track (NTT) faculty versus tenure-track (tenured or tenure track, TT) faculty. I'm attaching our faculty workload that shows the difference and also a handbook we developed for career trajectories for NTT faculty. Ours are typically on 5-yr contracts once they have had a couple of shorter term contracts and proven to be the excellent teachers we expected.

1. What are the usual titles associated with these hires? (Clinical Assistant; Lecturer, etc.)  
Clinical (Assistant, Associate, [full]) Professor
2. How many courses do they teach in an academic year?  
See attached – usually 5 regular MSW courses and many teach additional courses for over base payment (currently \$6,000/3-credit course)
3. What's a typical salary for such hires in a Tier 1 institution? 9 months or 12 months  
9-mo. Salary starts at around \$70,000 for new PhD or MSW with a few years' teaching experience; more for those with longer professional service or other academic backgrounds; salaries are set for Boston's expensive housing market.
4. Do they have additional service requirements (like reviewing admissions files etc.)?  
Not more than other faculty, although that might be feasible if we structured duties differently
5. Can they serve as MSW program or BSW program coordinators?

We don't have such coordinators, but they can Chair a curriculum or specialization Department

## Program 8

1. At XXX, we have both Clinical faculty and Lecturers.
2. A full load for both is 6 courses. Many of our Clinical faculty have administrative course releases (such as BSW Coordinator or Admissions Coordinator). Lecturers at XXX have just formed a union. I saw the contract for the first time last week....there are many changes coming (for example, lecturers will get TA help for any class-size over 35 students). There isn't a Clinical faculty union here yet.
3. XXX only hires on the academic year schedule of 9 months. Salaries range from 55-65 approximately.
4. This is partially answered under number 2 above. Our faculty also have 1 unit of service to serve on other department, college or university committees.
5. In our program, our undergraduate coordinator has been assigned to a clinical faculty member for a long time. The graduate coordinator is currently a tenure track person. We've talked many times of turning this position over to a Clinical faculty member because the scholarship requirements at XX are becoming more and more difficult to achieve with administrative course releases (administrative positions tend to suck all available time).

## Program 9

Great seeing you at the NADD meeting. Here are my answers to your questions:

1. What are the usual titles associated with these hires? (Clinical Assistant; Lecturer, etc.)  
—We call them lecturers.
2. How many courses do they teach in an academic year?  
—They teach 4-4 and two in the summer.
3. What's a typical salary for such hires in a Tier 1 institution? 9 months or 12 months  
—For 12 months we pay in the mid to upper \$50s.
4. Do they have additional service requirements (like reviewing admissions files etc.)?  
—We do not require anything other than teaching or occasional field liaison that comes with a reduction of the teaching load.
5. Can they serve as MSW program or BSW program coordinators?  
—No.

## Program 10

We have four professorial series at our school.

1. Tenure Tenure-Track
2. Clinical
3. Professor of the Practice
4. Research

## Program 11

We have about 12 clinical faculty members at XXXX. See the answers to your questions below:

1. What are the usual titles associated with these hires? (Clinical Assistant; Lecturer, etc.)

INSTRUCTOR, CLINICAL ASSISTANT PROFESSOR, CLINICAL ASSOCIATE PROFESSOR, CLINICAL PROFESSOR

2. How many courses do they teach in an academic year?

6

3. What's a typical salary for such hires in a Tier 1 institution? 9 months or 12 months

11 MONTH; SALARY VARIES FROM \$70K-\$140K

4. Do they have additional service requirements (like reviewing admissions files etc.)?

THEY HAVE THE NORMAL AMOUNT OF SERVICE DUTIES.

5. Can they serve as MSW program or BSW program coordinators?

YES, ONE HAS SERVED AS BSW PROGRAM DIRECTOR

## Program 12

1. What are the usual titles associated with these hires?  
(Clinical Assistant; Lecturer, etc.) technically at the university level they are renewable term faculty, but they use the title of Clinical Associate or Clinical Professor, etc.
2. How many courses do they teach in an academic year? 4 and 4
3. What's a typical salary for such hires in a Tier 1 institution? 9 months or 12 months \$45,00-55,000 to start (depends on experience)
4. Do they have additional service requirements (like reviewing admissions files etc.)? not additional, but their service is weighted more (and teaching) as the research expectation is less
5. Can they serve as MSW program or BSW program coordinators? Yes, in fact we do have them in those roles now. They are also our field coordinators.

## Program 13

1. What are the usual titles associated with these hires? (Clinical Assistant; Lecturer, etc.): Clinical Faculty.
2. How many courses do they teach in an academic year? 4 + 4 is the work load (80% teaching workload)
3. What's a typical salary for such hires in a Tier 1 institution? 9 months or 12 months. 12 month, \$60,000.
4. Do they have additional service requirements (like reviewing admissions files etc.)? 10% - 20% service.
5. Can they serve as MSW program or BSW program coordinators? Field Coordinator.

## Program 14

1. What are the usual titles associated with these hires?  
(Clinical Assistant; Lecturer, etc.) Clinical Faculty
2. How many courses do they teach in an academic year?  
8 courses per year: four field sections per semester; or three field sections per semester and one course reassignment per semester for administrative/coordination responsibilities
3. What's a typical salary for such hires in a Tier 1 institution?  
9 months or 12 months \$58-60,000, 9 month contract; private, teaching institution
4. Do they have additional service requirements (like reviewing admissions files etc)?  
Serve on all school committees except T & P; professional engagement requirements, but not publication
5. Can they serve as MSW program or BSW program coordinators?  
Yes. They can serve as program or field directors.

## Program 15

1. What are the usual titles associated with these hires?  
(Clinical Assistant; Lecturer, etc.) Clinical Assistant Professor, Clinical Associate, Clinical Professor - earned doctorate required for clinical teaching appointment; MSW required, earned doctorate preferred for clinical field. We also recently introduced a 'Senior Lecturer' faculty line – MSW required, PhD preferred.
2. How many courses do they teach in an academic year?

Clinical teaching – 3X3 fall and spring; Clinical field - equivalent in field seminar course and field liaison student load; Senior Lecturers – 3X3X3, fall, spring and summer.

3. What's a typical salary for such hires in a Tier 1 institution?  
9 months or 12 months – Clinical teaching, 9 mth, \$88-92K; same for clinical field but with a 12 mth contract; Senior Lecturer - \$88 with MSW, 12 mth contract.
4. Do they have additional service requirements (like reviewing admissions files etc.)?  
All clinical faculty have the same service responsibilities and TT faculty and can be elected to any of the school's governance committees. All full time faculty regardless of line are eligible to vote.
5. Can they serve as MSW program or BSW program coordinators?  
We do not coordinators but we have a number of clinical faculty who also have admin appointment – Directors of the Virtual Academic Center, Director of the San Diego Academic Center, and Director of the Orange County Academic Center. They receive a 50% reduction in their teaching load and a \$25-\$30K admin stipend.

## Program 16

At XXX we use many full time Clinical faculty members. I will answer your specific question below....in your questions.

What are the usual titles associated with these hires? (Clinical Assistant; Lecturer, etc.)

Clinical Lecturer, clinical assistant, Clinical associate, Clinical full professor. Master's degree required for the first three titles and a PhD is required for the full professor title.

1. How many courses do they teach in an academic year?  
The usual teaching load is three courses each semester and a summer assignment. Summer could be teaching summer school or having administrative assignments.
2. What's a typical salary for such hires in a Tier 1 institution? 9 months or 12 months  
12 month salaries range between \$63,000 and \$100,000.
3. Do they have additional service requirements (like reviewing admissions files etc.)?  
Yes, they are considered 40 hour a week employees. They advise students, serve as field liaisons, chair and serve on committees, work on various projects, work on admissions etc.
4. Can they serve as MSW program or BSW program coordinators?  
Yes, they can serve in assistant and associate dean capacities and chair committees etc.

## Program 17

We have them - about 30% of our FT are such.

1. What are the usual titles associated with these hires? (Clinical Assistant; Lecturer, etc.)

Our University has several choices. We use the title, 'Professor of Practice'. They can be an assistant, associate or full - so they have promotional potential similar to tenured faculty. Other lines, like 'Lecture' would not; which is why we selected this. However, they are all on annual contracts and I can change this at any time, or just not renew them for any reason (not that I do or would). Clearly, in this regard, they are not like tenured faculty.

2. How many courses do they teach in an academic year?

They have a 4:5 load with some service. Most also teach overload. Most also teach in the summer.

3. What's a typical salary for such hires in a Tier 1 institution? 9 months or 12 months

Ours are at about \$45,000 for 9 months (does not include overload, supplements or summer); which is in line with the Oklahoma salary survey and overall market. When all is added together, their total annual salary is about \$80-85,000.

4. Do they have additional service requirements (like reviewing admissions files etc.)?

They do modest service, but not at the level or amount expected of a tenure-track or tenured faculty member. They just do not have the same professional opportunities for such, and they are hired to teach a LOT.

5. Can they serve as MSW program or BSW program coordinators?

Yes - they can serve in any role except PhD director.

## Program 18

Was good seeing you in Denver. Below are some quick responses to your questions. We have a large non tenure track teaching and field work force (about 30 FTE total). I think the trend to more of these will continue, as we are not getting many tenure line positions and the U wants to focus those heavily on research. They often correspondingly involve faculty with many releases or buyouts, so we need more teachers. My preference is to hire more full-time ones as opposed to relying exclusively on per course type instructors, based on the belief that we get more curricular buy-in and hopefully more seasoned teaching and teaching leadership that way. But it is a complicated set of issues.

1. What are the usual titles associated with these hires? (Clinical Assistant; Lecturer, etc.)  
instructor or clinical professor

2. How many courses do they teach in an academic year?

Normal full teaching load would be 26 credits, which equals 8.5 courses. In practice, most of these people have at least some variations in assignments, such as administrative appointments, field staffing etc., so teaching 8 courses is not the norm.

3. What's a typical salary for such hires in a Tier 1 institution? 9 months or 12 months  
These generally are 12-month appointments. There is a range of starting salaries, but the average appears to be about 45k. We have quite a few who have been here a while, and these make substantially more.
4. Do they have additional service requirements (like reviewing admissions files etc.)?  
Some do, but this is negotiated with each employee, and as they take on additional requirements, teaching loads are reduced if the other responsibilities are substantial.
5. Can they serve as MSW program or BSW program coordinators?  
Yes, in fact both our current BASW and MSW coordinators are in this group of employees.

## Program 19

We do at XXX University. We referred to these as "term" (non-tenure earning) faculty. We've added several over the past five years, while somewhat growing our tenure-track faculty. See below. Hope this is helpful.

1. There are three possible rank modifiers. \*\_in practice, \*\_in teaching, \*\_in research. There is a promotional process and track available to them - although it's voluntary. We are just starting with interim evaluations (ala third year reviews) for term faculty this year.

2. We appoint full-time term teaching faculty to 12-month contracts. They teach 3/3 fall/spring and 2 summer courses. Compared with 2/2 for 9-month, tenure-track faculty. They also have a service assignment.

We also have 6 term teaching faculty in field education. They carry a liaison load of ~75-80 students per semester, plus service/administration.

3. We pay approximately \$58-\$60K for our 12-month term teaching faculty.

4. They carry the same service requirements as tenure-track faculty, and have the same governance privileges/responsibilities. This took some time. Just this year we revised our bylaws to allow term faculty to chair major committees, if they hold rank of associate or full. They do participate in admissions reviews, judicial committees, academic program committees, etc.

5. They can serve as BSW/MSW director. Our current BSW director is term (his fourth year). However, I suspect our preference would be tenured. It happens that our BSW director is a perfect fit, and was the best/logical internal choice when that role opened. He's terrific.