

Re: [nadd] Minimum Qualifications for Teaching MSW-level Courses

Michael E Wolf-Branigin [mwolfbra@gmu.edu]

Sent: Saturday, December 05, 2015 6:55 PM

To: Israel, Andrew B

Hi Andrew,

We have 17 full-time faculty, 8 are tenured, 4 tenure track, and 5 term. 3 of the 5 term faculty do not have doctorates, and similar to you have the MSW as their highest degree. Although not a CSWE standard, our university and college expects all tenured and tenure track hires to have a PhD.

Michael Wolf-Branigin, MSW, Ph.D., PStat
Chair & Professor
Department of Social Work
George Mason University

On Dec 5, 2015, at 7:36 PM, "Israel, Andrew B" <abisrael@nmhu.edu> wrote:

Colleagues:

Her's a problem I really need some help with! We have been instructed by our upper-level administrators that it will no longer be permissible to hire persons lacking PhDs in social work or doctoral degrees in a field related to social work to teach in our graduate program. We have been doing this for 30 years, for a couple of reasons: First, we have regarded the MSW as the terminal degree for social work practice. Second, there are many able and licensed MSWs who have exceptional practice experience and make good instructors. Now, however, as I understand it, our university's (New Mexico Highlands University, with which our School of Social Work is affiliated) accreditation with HLC requires that all graduate instructors must have a doctoral level degree.

What is my appropriate response to this? I am a bit baffled and hope to avoid having half my program shut down because of the simple fact that we have many MSW-level instructors lacking a doctoral degree. Any help or advice would truly be appreciated!

Andrew

Andrew B. Israel, MSW, JD
Interim Dean
School of Social Work
New Mexico Highlands University
email abisrael@nmhu.edu

Re: [nadd] Minimum Qualifications for Teaching MSW-level Courses

Michael E Wolf-Branigin [mwolfbra@gmu.edu]

Sent: Saturday, December 05, 2015 6:56 PM

To: Israel, Andrew B

I forgot to mention that about 3/4 of our adjuncts do not have doctorates either.

Michael Wolf-Branigin, MSW, Ph.D., PStat
Chair & Professor
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George Mason University

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Re: [nadd] Minimum Qualifications for Teaching MSW-level Courses

Daniel Durkin [ddurkin@uwf.edu]

Sent: Saturday, December 05, 2015 7:22 PM

To: Israel, Andrew B

We made the argument that the MSW is considered the terminal degree in our profession. You have to have a PhD to be on a tenure-track line but our adjuncts and our our faculty on instructor lines are MSWs. I believe CSWE has some language to support this. I would start there first.

Dan

On Sat, Dec 5, 2015 at 6:36 PM, Israel, Andrew B <abisrael@nmhu.edu> wrote:

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--
Daniel W. Durkin, PhD
Department Head/Assistant Chair
Assistant Professor
Department of Social Work
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University of West Florida
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Re: [nadd] Minimum Qualifications for Teaching MSW-level Courses

Bonnie Yegidis [Bonnie.Yegidis@ucf.edu]

Sent: Saturday, December 05, 2015 8:04 PM

To: Israel, Andrew B

Most regional accrediting bodies accept the MSW as the terminal degree, thus making them qualified to teach at the graduate level. You could make this argument as well as using licensure as potentially demonstrating the expertise and qualifications necessary to teach in the graduate program. Or regional accrediting body SACS accepts this rationale to allow MSWs to teach at the graduate level. Good luck with this important issue.

Bonnie Yegidis

Sent from my iPhone

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RE: Minimum Qualifications for Teaching MSW-level Courses

Sable, Marjorie R. [SableM@missouri.edu]

Sent: Saturday, December 05, 2015 6:05 PM

To: Israel, Andrew B

The MSW is the terminal degree so you should be able to have MSW's teach in your graduate program. We hire MSW practitioners all the time to teach practice classes and, frankly, they are better at it than our PhDs who have not been in practice for a while (if ever).

This is true for other disciplines such as public health, journalism, art, and I'm sure others.

Your administrators may not understand the terminal degree for these disciplines.

Good luck, but don't back down because EVERYONE uses MSW's as adjuncts. We even have 7 full time teaching faculty members who "only" have an MSW, as do many universities.

Best,
Margie

Marjorie R. Sable, DrPH, MSW, MPH
Professor and Director
School of Social Work
University of Missouri
730 Clark Hall
Columbia, MO 65211-4470
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SableM@missouri.edu

From: Israel, Andrew B [abisrael@nmhu.edu]
Sent: Saturday, December 05, 2015 6:36 PM
To: nadd@cswe.listpilot.net
Subject: [nadd] Minimum Qualifications for Teaching MSW-level Courses

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RE: Minimum Qualifications for Teaching MSW-level Courses

Zayas, Luis H [lzayas@austin.utexas.edu]

Sent: Sunday, December 06, 2015 6:50 AM

To: Israel, Andrew B

Andrew:

That decision seems retrogressive in an age when transdisciplinarity is the new way of doing science.

If I read your comments correctly, it seems particularly restrictive because they are not allowing even PhDs in other related fields to teach within social work. For example, if you have a "law and social work" or the "child welfare laws" that would be best taught by a JD or a course on healthcare financing and economics taught by a health economist with a PhD or one on non-profit budgeting and financial management taught by a PhD accountant, you wouldn't be permitted it. What about a renowned neurologist coming to teach your students the neurobiology of stress and MH? With an MD, and the university would say "no"?

Regardless of the exact understanding of their position, I find the effect as weakening your curriculum. (And the potential of losing applicants and students who want a diversity of intellectual thought in their school.)

Our university allows us the following appointments:

- Tenure and Tenure Track: must possess a PhD in any cognate field. A JD or MD or would also work.
- Research faculty: must possess a PhD, D.Sci., or MD in a field that is research oriented
- Clinical faculty: these are "professors of the practice" as they are known in other fields. A minimum of a master's degree is required whether it's an MSW, MBA, MPA, MPH, PhD, JD, or MD. Basically, not just a bachelor's degree
- Adjunct faculty: the same as clinical faculty but these are part-timers. Indeed, we are changing the titles of adjuncts from "lecturer" to Adjunct Assistant, Adjunct Associate, and Adjunct Professor to recognize their accomplishments.

You're doing the right thing to collect this information, especially from AAU-member universities to show your university that it is moving in the wrong direction from where the national and international community is going.

You've got an interesting challenge. Hope this helps and am happy to help more.

Luis

LUIS H. ZAYAS, PhD, Dean and Robert Lee Sutherland Chair in Mental Health and Social Policy
The University of Texas at Austin | School of Social Work | 512.471.1937 |
1925 San Jacinto Blvd., D3500, Austin, TX 78712-0358

-----Original Message-----

From: Israel, Andrew B [mailto:abisrael@nmhu.edu]

Sent: Saturday, December 05, 2015 6:37 PM

To: nadd@cswe.listpilot.net

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Re: [nadd] Minimum Qualifications for Teaching MSW-level Courses

Itin, Christian [citin@msudenver.edu]

Sent: Sunday, December 06, 2015 6:51 AM

To: Israel, Andrew B

Andrew,

Is this for both full time and part-time instructors?

It is normative across most MSW programs to hire MSW's for ALL types of part-time faculty. If it is for part-time - my response would be to document all the schools that hire MSW to teach in graduate programs. If they insist ask them if you have permission to hire more full-time lines in the graduate program to accomplish both the teaching and maintaining the faculty to student ratio.

If it is only full-time that they are wanting to restrict to doctorally prepared faculty - this is normative and there are very few universities that tenure MSW only level faculty anymore (from my experience).

Christian Itin
MSU Denver

On 12/5/15, 5:36 PM, "Israel, Andrew B" <abisrael@nmhu.edu> wrote:

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Re: [nadd] Minimum Qualifications for Teaching MSW-level Courses

terry.singer@louisville.edu

Sent: Sunday, December 06, 2015 7:29 AM**To:** Israel, Andrew B

How are they dealing with MBAs and MFAs, both that also have doctorates? Also, our profession does not produce enough doctorates each year to meet market need; thus, the need for MSWs, especially for practice courses and field. The MSW traditionally has been seen as the terminal practice degree, not the terminal degree. It is the highest degree required for social work practice at the highest level in every state for licensing. Would you be able to classify them as clinical lines to protect them? Good luck. They have said the same thing in SACS accreditation, but the university helps us make the case. Get their backing first. Good luck

Terry

Sent from my iPad

> On Dec 5, 2015, at 7:36 PM, Israel, Andrew B <abisrael@nmhu.edu> wrote:

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RE: Minimum Qualifications for Teaching MSW-level Courses

Marilyn Flynn [mflynn@usc.edu]

Sent: Sunday, December 06, 2015 7:55 AM

To: Israel, Andrew B

Dear Andrew,

It appears your university is moving to a whole new level in the higher education community, and in the long run, your program will benefit from having PhD-prepared faculty, in my opinion. It will strengthen your voice in the university as it develops its research activities and help your faculty participate more fully in university affairs. I do understand, however, the impact of this change in policy. This is a real challenge. I had a few thoughts:

1. Rather than dismissing your faculty, could you ask your provost (or equivalent university administrator) whether they would accept a plan from you for assisting interesting MSW faculty in obtaining a PhD or equivalent professional degree (eg EdD, PsyD, DSW)? Over the next five years, your faculty could then gradually move toward meeting the university's goals. Would the university make a tuition allowance available for this purpose? If so, you might develop agreements with other university programs and establish leave policies allowing faculty to progress in their studies.
2. Does the university realize that you will need an increase in compensation for faculty so that you can recruit and retain PhD-prepared faculty? You might present the provost with a budget (again five years) that will allow you to compete in this new market more effectively.
3. You might consider investigating some of the new online DSW programs. I believe the university would recognize the DSW as doctoral preparation, and the convenience of an online program is evident for busy faculty.
4. I would be very happy to talk with you about any aspect of this change that would help you move in the direction suggested by your institution. You might ask the university to support a study of your faculty and program that would result in a proposal for transition to the new faculty model. This proposal could be the basis for a stronger set of requests from central administration for support.

I don't know whether any of this is helpful. I certainly recognize your concern.

Marilyn

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2U Chair in Educational Innovation and Social Work
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From: Israel, Andrew B [mailto:abisrael@nmhu.edu]

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