

National Association of Deans and Directors of
Schools of Social Work

Fall 2017 Salary Survey

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Summary Data of Respondents (Deans, Directors, and Chairs of NADD membership)

N=116

Participants by Position Title (n=99)

Director	38.4%
Dean	32.2%
Chair	22.2%
Acting/Interim Dean	1.0%
Acting/Interim Director	3.0%
Acting/Interim Chair	1.0%
Other	2.0%

Gender (n=100)

Female	60%
Male	40%

Tenure Status (n=91)

Female	93.2%
Male	90.0%

Tenure Status (n=99)

Tenured	91.9%
In Tenure Track, Not Tenured	3%
Not Tenure Track	2%
Tenure not granted at Institution	3%

Race/Ethnicity (n=100)

Black or African American	9%
Asian	5%
Latino/Latina	8%
American Indian or Alaska Native	1%
White	73%
Native Hawaiian or Other Pacific Islander	1%
Other	3%

Years as Dean/Director (n=99)

	Current Position	Total Years Academic Administration
All	4.10 (SD=4.35)	9.74 (SD=7.01)
Chair	3.42 (SD=6.50)	7.00 (SD=5.45)
Dean	4.88 (SD=5.30)	11.38 (SD=8.13)
Director	3.88 (SD=3.45)	9.86 (SD=6.60)
Interim	3.38 (SD=6.50)	7.80 (SD=4.71)

Percent who Hold Positions conjointly with Administrative Title (n=98)

Endowed Position	15.0%
Honorific Dean/Chair/Professor Position	6.1%

Current Salary (n=26)

Average	\$143,311 (SD=68,220)
Range	\$68,000-\$305,090

Host Institution's Structure (n=114)

Private For Profit	0.9%
Private Not for Profit-Non-Denominational	14.9%
Private Not for Profit-Denominational	13.2%
Public	71.1%

Social Work Program Autonomy Status (n=114)

Freestanding	37.7%
Non-Freestanding	62.3%

Academic Programs Offered in School/College (n=114)

BSW + MSW (includes programs in candidacy)	54	39.4%
BSW + MSW + PhD/DSW	39	28.5%
MSW + PhD/DSW	20	14.6%
MSW alone	17	12.4%
Other MA/MS	3	2.2%
Other BA/BS	4	2.9%

Total Students in Host Institution (n=114)

< 5,000	15.8%
5,000-9,000	7.0%
10,000-19,999	25.4%
20,000-29,999	17.5%
30,000-39,999	17.5%
40,000-49,999	7.9%
>50,000	8.8%

Students in Program (n=114)

	Average Total Students	Range
BSW + MSW (includes programs in candidacy)	424	50-2,150
BSW + MSW + PhD/DSW	787	140-4,030
MSW + PhD/DSW	682	10-3,500
MSW alone	295	65-1,725
Other MA/MS	29	8-50
Other BA/BS	174	70-300

Demographic Details of Deans, Directors, & Chairs

Gender by Position Title (n=99)

	Dean	Director	Chair	Interim	Response Total
Female	64.7%	63.4%	54.5%	20.0%	59.6%
Male	35.3%	36.8%	45.5%	80.0%	40.4%

Race/Ethnicity by Position Title (n=99)

	Dean	Director	Chair	Interim	Response Total
American Indian or Alaska Native	0.0%	0.0%	4.5%	0.0%	1.0%
Asian	8.8%	5.3%	0.0%	0.0%	5.1%
Black or African American	11.8%	7.9%	9.1%	0.0%	9.1%
Latino/Latina	5.9%	10.5%	4.5%	20.0%	8.1%
Native Hawaiian or Other Pacific Islander	2.9%	0.0%	0.0%	0.0%	1.0%
White	70.6%	71.1%	81.8%	80.0%	73.3%
Other	0.0%	5.3%	0.0%	0.0%	2.0%

Tenure Status by Position Title (n=98)

	Dean	Director	Chair	Interim	Response Total
Tenured	97.1%	92.1%	90.5%	50.0%	91.8%
Non-Tenure Track	2.9%	0.0%	0.0%	0.0%	2.0%
In Tenure Track, Not Tenured	0.0%	7.9%	0.0%	0.0%	3.1%
Tenure not Granted at Institution	0.0%	0.0%	9.5%	50.0%	3.1%

Institutional Structure by Position Title (n=99)

	Dean	Director	Chair	Interim	Response Total
Private for Profit	0.0%	0.0%	4.5%	0.0%	1.0%
Private Not for Profit-Non-Denominational	32.4%	5.3%	4.5%	0.0%	14.1%
Private Not for Profit-Denominational	14.7%	13.2%	22.7%	0.0%	15.2%
Public	52.9%	81.6%	68.2%	100.0%	69.7%

Program Autonomy by Position Title (n=98)

	Dean	Director	Chair	Interim	Response Total
Freestanding	94.1%	0.0%	4.8%	20.0%	34.7%
Non-Freestanding	5.9%	100.0%	95.2%	80.0%	65.3%

Academic Programs Offered by Position Title (n=99)

	Dean	Director	Chair	Interim	Response Total
BSW + MSW (includes programs in candidacy)	14.7%	60.5%	63.6%	100.0%	47.5%
BSW + MSW + PhD/DSW	52.9%	23.7%	9.1%	0.0%	29.3%
MSW + PhD/DSW	29.4%	7.9%	9.1%	0.0%	15.2%
MSW only	2.9%	7.9%	18.2%	0.0%	8.1%

Total Students in Host Institution by Position Title (n=98)

	Dean	Director	Interim	Chair	Response Total
< 5,000	17.6%	13.5%	20.0%	22.7%	17.3%
5,000-9,000	11.8%	2.7%	0.0%	9.1%	7.1%
10,000-19,999	26.5%	24.3%	40.0%	31.8%	27.6%
20,000-29,999	14.7%	16.2%	20.0%	18.2%	16.3%
30,000-39,999	11.8%	24.3%	20.0%	13.6%	17.3%
40,000-49,999	8.8%	8.1%	0.0%	4.5%	7.1%
>50,000	8.8%	10.8%	0.0%	0.0%	7.1%

Dean Salary Inferential Statistics

Dean Salary by Gender

	N	Average	SD	t-statistic	df	p-value
Female	14	\$132,357	\$59,544	-0.88	24	0.387
Male	12	\$156,091	\$77,821			

Dean Salary by Race Recoded

	N	Average	SD	t-statistic	df	p-value
Non-White	6	\$118,000	\$66,963	-1.038	24	0.31
White	20	\$150,905	\$68,415			

Dean Salary by Position Title

	N	Average	SD	F-statistic	df	p-value
Dean	11	\$205,826	\$56,194	15.259	3,22	<0.000
Director	8	\$112,500	\$27,965			
Chair	5	\$83,600	\$13,202			
Interim	2	\$72,000	\$4,243			
Total	26	\$143,311	\$68,220			

Autonomy Status

	N	Average	SD	t-statistic	df	p-value
Freestanding	10	\$213,409	\$52,970	6.964	23	<0.000
Non-Freestanding	15	\$100,600	\$27,977			

Type of Institution

	N	Average	SD	t-statistic	df	p-value
Private	7	\$143,286	\$61,258	-0.001	24	0.999
Public	19	\$143,321	\$72,201			

Carnegie Classification

	N	Average	SD	F-statistic	df	p-value
R1	10	\$199,409	\$20,701	4.806	4,21	0.007
R2	7	\$125,571	\$21,663			
R3	2	\$97,500	\$4,500			
M1	5	\$87,600	\$9,009			
M2	2	\$110,000	\$200,000			
Total	26	\$143,311	\$68,220			

Regional Location

	N	Average	SD	F-statistic	df	p-value
Region 1	5	\$130,600	\$77,809	0.936	3,21	0.441
Region 2	10	\$142,800	\$60,950			
Region 3	7	\$177,870	\$81,261			
Region 4	3	\$105,667	\$31,770			
Total	25	\$145,724	\$68,485			

Region 1: Northeast: Division 1: New England (Connecticut; Maine; Massachusetts; New Hampshire; Rhode Island; Vermont)

Region 1: Northeast: Division 2: Middle Atlantic (New Jersey; New York; Pennsylvania)

Region 2: Midwest: Division 3: East North Central (Illinois; Indiana; Michigan; Ohio; Wisconsin) Region 2: Midwest: Division 4: West North Central: (Iowa; Kansas; Minnesota; Missouri; Nebraska; North Dakota; South Dakota)

Region 3: South: Division 5: South Atlantic (Delaware; District of Columbia; Florida; Georgia; Maryland; North Carolina; South Carolina; Virginia; West Virginia) Region 3: South: Division 6: East South Central (Alabama; Kentucky; Mississippi; Tennessee) Region 3: Division 7: West South Central: (Arkansas; Louisiana; Oklahoma; Texas)

Region 4: West: Division 8: Mountain: (Arizona; Colorado; Idaho; Montana; Nevada; New Mexico; Utah; Wyoming) Region 4: Division 9: Pacific: (Alaska; California; Hawaii; Oregon; Puerto Rico; Washington)

Total Students

	N	Average	SD	F-statistic	df	p-value
< 9,999	7	\$140,013	\$81,668	2.071	3,22	0.133
10,000 – 29,999	8	\$125,625	\$61,104			
30,000 – 39,000	7	\$125,571	\$56,296			
>40,000	4	\$215,500	\$43,023			
Total	26	\$143,311	\$68,220			

2017 Positions for Incoming Assistant, Associate, and Professor Positions

Base Salary Offered 2017 Positions

	N	Average (SD)	Range
Assistant Professor	29	\$70,244 (\$12,930)	\$53,000-\$120,000
Associate Professor	15	\$84,316 (\$24,350)	\$60,000-\$155,000
Professor	15	\$94,720 (\$32,066)	\$65,000-\$200,000
Clinical Assistant Professor	8	\$58,625 (\$13,887)	\$43,000-\$90,000
Clinical Associate Professor	3	\$81,667 (\$41,932)	\$55,000-\$130,000
Clinical Professor	2	\$100,000 (\$56,569)	\$60,000-\$140,000

Base Salary Offered 2017 by Total Students - Average (SD)

	Assistant Professor	Associate Professor	Professor	Clinical Assistant Professor	Clinical Associate Professor	Clinical Professor
< 9,999	\$68,177 (\$9,785)	\$66,873 (\$9,720)	\$74,599 (\$9,405)	\$55,000 (NA)	NA	NA
10,000-29,999	\$65,083 (\$10,113)	\$70,250 (\$9,323)	\$87,750 (\$12,659)	\$52,250 (\$7,632)	\$55,000 (NA)	\$60,000 (NA)
30,000-39,999	\$72,143 (\$5,521)	\$80,000 (\$8,367)	\$87,667 (\$7,840)	\$57,500 (\$3,536)	\$60,000 (NA)	NA
>40,000	\$85,500 (\$23,043)	\$123,333 (\$27,538)	\$160,000 (\$56,569)	\$90,000 (NA)	\$130,000 (NA)	\$140,000 (NA)

Base Salary Offered 2017 by Type of Institution - Average (SD)

	Assistant Professor	Associate Professor	Professor	Clinical Assistant Professor	Clinical Associate Professor	Clinical Professor
Private	\$75,508 (\$20,979)	\$92,187 (\$42,701)	\$99,300 (\$50,781)	\$72,500 (\$24,749)	\$130,000 (NA)	\$140,000 (NA)
Public	\$68,238 (\$8,043)	\$81,455 (\$15,788)	\$91,667 (\$12,708)	\$54,000 (\$6,693)	\$57,500 (\$3,536)	\$60,000 (NA)

Base Salary Offered 2017 by Autonomy Status - Average (SD)

	Assistant Professor	Associate Professor	Professor	Clinical Assistant Professor	Clinical Associate Professor	Clinical Professor
Freestanding	\$75,308 (\$15,739)	\$109,000 (\$28,151)	\$127,750 (\$49,668)	\$66,500 (\$33,234)	\$130,000 (\$57,500)	\$140,000 (\$60,000)
Non-Freestanding	\$66,129 (\$8,579)	\$71,975 (\$7,895)	\$82,709 (\$10,216)	\$56,000 (\$4,000)	\$57,500 (\$3,536)	\$60,000 (NA)

Note: SD=NA when n=1

Base Salary Offered 2017 by Carnegie Classification - Average (SD)

	Assistant Professor	Associate Professor	Professor	Clinical Assistant Professor	Clinical Associate Professor	Clinical Professor
R1	\$78,636 (\$15,115)	\$98,571 (\$28,970)	\$114,000 (\$43,726)	\$68,333 (\$18,930)	\$95,000 (\$49,497)	\$140,000 (NA)
R2	\$64,143 (\$7,358)	\$75,000 (\$10,000)	\$80,000 (\$14,295)	\$51,333 (\$9,073)	\$55,000 (NA)	\$60,000 (NA)
R3	\$63,333 (\$2,887)	\$80,000 (NA)	\$87,667 (\$14,295)	NA	NA	NA
M1	\$68,510 (\$11,570)	\$67,437 (\$8,636)	\$78,450 (\$10,875)	\$55,000 (NA)	NA	NA
M2	\$58,000 (NA)	NA	NA	\$55,000 (NA)	NA	NA

Number of Universities with Recruitment Packages

House/Housing Allowance	7
Home Down payment loan from University	14
Spousal/Partner Hiring support	16
Moving expense	59
Start-up resources	43
Expense account for Donor and Alumni Relations	7
Other	11

Recruitment Packages by Carnegie Classification

	House/ Housing Allowance	Home Down Payment	Spousal/ Partner Hiring support	Moving expense	Start-up resources	Expense account for Donor and Alumni Relations
R1	6.3%	4.20%	29.20%	58.3%	50%	8.3%
R2	4.3%	4.30%	4.30%	43.5%	34.80%	13.0%
R3	0.0%	0%		45.5%	27.30%	0.0%
M1	0.0%	0%		50.0%	10%	0.0%
M2	0.0%	0%		40.0%	20%	0.0%
M3	75.0%	0%		75.0%	75%	0.0%

Recruitment Packages by Autonomy Status

	House/ Housing Allowance	Home Down Payment	Spousal/ Partner Hiring support	Moving expense	Start-up resources	Expense account for Donor and Alumni Relations
Freestanding	9.3%	7.00%	20.9%	51.2%	39.5%	16.3%
Non- Freestanding	4.2%	1.40%	9.9%	52.1%	36.60%	0.0%

Recruitment Packages by Type of Institution

	House/ Housing Allowance	Home Down Payment	Spousal/ Partner Hiring support	Moving expense	Start-up resources	Expense account for Donor and Alumni Relations
Private for Profit	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Private Not for Profit- Non-Denominational	5.9%	5.9%	5.9%	41.2%	11.8%	0.0%
Private Not for Profit- Denominational	6.7%	6.7%	0.0%	53.3%	26.7%	20.0%
Public	6.2%	2.5%	18.5%	54.3%	45.7%	4.9%

Incoming Assistant Professor Salary Inferential Statistics

Autonomy Status

	N	Average	SD	t-statistic	<i>df</i>	p-value
Freestanding	13	\$75,308	\$15,739	2.001	27	0.056
Non-Freestanding	16	\$66,129	\$8,579			

Type of Institution

	N	Average	SD	t-statistic	<i>df</i>	p-value
Private	8	\$75,508	\$20,979	1.375	27	0.181
Public	21	\$68,238	\$8,043			

Carnegie Classification

	N	Average	SD	F-statistic	<i>df</i>	p-value
R1	11	\$78,636	\$15,115	2.347	4,23	0.085
R2	7	\$64,143	\$7,358			
R3	3	\$63,333	\$2,887			
M1	6	\$68,510	\$11,570			
M2	1	\$58,000	NA			
Total	28	\$70,467	\$13,110			

Total Students

	N	Average	SD	F-statistic	<i>df</i>	p-value
<9,000	6	\$68,177	\$9,785	3.209	3,25	0.04
10,000-29,000	12	\$65,083	\$10,113			
30,000-39,000	7	\$72,143	\$5,521			
>40,000	4	\$85,500	\$23,043			
Total	29	\$70,244	\$12,930			

Regional Location

	N	Average	SD	F-statistic	<i>df</i>	p-value
Region 1	4	\$67,016	\$8,287	2.795	3,25	0.061
Region 2	10	\$66,800	\$10,993			
Region 3	11	\$68,818	\$7,561			
Region 4	4	\$86,000	\$23,381			
Total	29	\$70,244	\$12,930			