

Schools of Social Work Course Assignments & Course Caps Survey Results

In September 2019 the academic directors at the University at Buffalo School of Social Work, surveyed schools of social work to gather information about how other schools went about establishing faculty teaching assignments and course capacities. Below are summary data of the results of that survey. Additionally, cumulative results can be viewed at <https://www.surveymonkey.com/results/SM-WSXJ3BDQ7/>.

Carnegie Classification	%	N
R1/R2: Doctoral Universities	60	26
D/PU: Doctoral/Professional Universities	9	4
Master's Colleges & Universities	28	12
Baccalaureate College - Public	2	1
TOTAL		43

Type of University/College	%	N
Public	78	36
Private non-profit	22	10
Private for-profit	0	0
TOTAL		46

American Association of Universities (AAU) Member	%	N
Yes	59	27
No	41	19
TOTAL		46

Universities which are Unionized	%	N
Union	41	19
No Union	54	25
Uncertain	4	2
TOTAL		46

Degrees Offered	%	N
Certificate	13	6
Associates	4	2
Bachelors	85	39
Masters	100	46
Doctorate – PhD	43	20
Doctorate – DSW	11	5
Graduate Certificate	20	9
Other	4	2
TOTAL		46

Academic Calendar Structure	%	N
Semester	93	43
Quarters	2	1
Other: On Campus 15 weeks terms. Online 8 week terms. Trimester with two terms within each trimester	4	2
TOTAL		46

Geographic Location	%	N
Pacific Northwest US (AK, WA, OR, ID, MT, WY)	4	2
Western US (CA, NV, AZ, UT)	11	5
North Central US (ND, SD, MN, IA, WI, IL)	13	6
South Central US (CO, NM, KS, OK, TX, MO, AK, LA)	7	3
Southern US (TN, NC, SC, VA, AL, GA, FL)	28	13
Midwest US (MI, IN, OH, KY, WV)	11	5
North East (ME, NH, VT, MA, RI, CT, NY, PA, NJ, DE, MD, DC)	26	12
TOTAL		46

Participants Primary Role	%	N
Dean	17	8
Associate Dean	9	4
Assistant Dean	2	1
Program Director	26	12
Department Chair	39	18
Other:	7	3
TOTAL		46

Total Enrollment Across All Programs	%	N
0-99	6	3
100-199	9	4
200-299	9	4
300-399	30	14
400-499	9	4
500 or more	37	17
TOTAL		46

Total MSW Enrollment	%	N
0-99	15	7
100-199	28	13
200-299	15	7
300-399	17	8
400-499	7	3
500 or more	17	8
TOTAL		46

Faculty Employed	0	<5	6-9	10-14	15-19	20-24	25-29	>30	N
FT Tenured	2% (1)	24% (11)	33% (15)	13% (6)	22% (10)	2% (1)	2% (1)	0% (0)	45
FT Tenure-Track	7% (2)	50% (22)	32% (14)	5% (2)	5% (2)	0% (0)	0% (0)	2% (1)	44
FT Non-Tenure Track	0% (0)	46% (21)	33% (15)	11% (5)	2% (1)	7% (3)	0% (0)	2% (1)	46
PT Adjunct	0% (0)	15% (7)	11% (5)	15% (7)	7% (3)	11% (5)	9% (4)	33% (15)	46

Faculty Titles for FT Faculty Whose Primary Responsibility is Teaching (No Research)	%	N
Clinical Faculty	31	13
Lecturer	31	13
Other: <ul style="list-style-type: none"> • Assistant, Associate, and Full Professor • Assistant/Associate Professor • Instructor/Coordinator • Educator and Field Service • Extension Faculty or Assistant Professor in Residence • Faculty Specialist • Instructor (4) • Master Instructor • Practice Faculty • Professor of Instruction • Professor of Practice • Term Faculty 	38	16
TOTAL		46

Number of Courses Offered	NA	1-4	5-9	10-14	15-19	20-24	25-29	>30	N
UG BSW Required Courses	8% (3)	5% (2)	29% (11)	24% (9)	11% (4)	11% (4)	8% (3)	5% (2)	38
MSW Required Courses	0% (0)	5% (2)	17% (7)	14% (6)	14% (6)	21% (9)	2% (1)	26% (11)	42
DSW Required Courses	81% (17)	10% (2)	10% (2)	0% (0)	0% (0)	0% (0)	0% (0)	0% (0)	21
PhD Required Courses	32% (8)	48% (12)	20% (5)	0% (0)	0% (0)	0% (0)	0% (0)	0% (0)	25
Electives (across all degree levels)	3% (1)	20% (7)	40% (14)	11% (4)	6% (2)	9% (3)	0% (0)	11% (4)	35

Typical Teaching Loads	1-1	1-2	2-2	2-3	3-3	3-2	3-4	4-3	4-4	4-4 UG only	5-5	6	7	8	9	N
Full-Time Faculty (Tenured)	N/A	N/A	17	2	14	2	N/A	1	7	2	N/A	1	N/A	N/A	N/A	43
Full-Time Faculty (Tenure-Track)	N/A	2	17	1	12	2	N/A	1	6	1	N/A	1	N/A	N/A	N/A	41
Full-Time Faculty (Non-Tenure Track)	1	N/A	2	1	7	N/A	1	N/A	12	1	3	N/A	1	N/A	1	36
FT Clinical Faculty /Lecturer	N/A	N/A	1	N/A	3	N/A	N/A	2	9	N/A	3	N/A	1	N/A	1	28
Part-Time Adjunct	23	1	16	N/A	5	N/A	N/A	N/A	2	N/A	N/A	N/A	N/A	N/A	N/A	41

Factors considered when assigning faculty to specific courses		
Full-Time Faculty (Tenure Track)		
Themes	%	N
Expertise/Area of Expertise	76	31
Education Level/Practice Experience/Credentials	22	9
Needs of Program	22	9
Faculty Preference	27	11
Faculty Arrangements (Administrative duties, buy-outs, Course Prep, etc.)	20	8
Course Schedules/Time/Day availability	12	5
Student/Course Evaluations	12	5
Seniority/Rank	10	4
Teaching Loads	2	1
Full-Time Faculty (Non-Tenure Track)		
Expertise/Area of Expertise	63	24
Faculty Preference	34	13
Education Level/Practice Experience	21	8
Faculty Arrangements (Administrative duties, buy-outs, etc.)	21	8
Course Schedules/Time/Day availability	29	11
Needs of Program	29	11
Seniority/Rank	8	3
Student/Course Evaluations	5	2
Teaching Loads	3	1
Full-Time Clinical Faculty/Lecturer		
Expertise/Area of Expertise	70	21
Faculty Preference	30	9
Education Level/Practice Experience	27	8
Needs of Program	27	8
Course Schedules/Time/Day availability	17	5
Faculty Arrangements (Administrative duties, buy-outs, etc.)	17	5
Teaching Loads	13	4
Student/Course Evaluations	10	3
Full-Time Clinical Faculty/Lecturer		
Expertise/Area of Expertise	66	25
Needs of Program	39	15
Course Schedules/Time/Day availability	32	12
Education Level/Practice Experience	29	11
Faculty Preference	16	6
Student/Course Evaluations	13	5
Seniority/Rank	5	2

Policies/Standards utilized when assigning faculty to courses	%	N
Courses are assigned based on seniority.	33	15
Courses are assigned based on what the faculty member taught most recently.	47	21
Courses are assigned based on faculty expertise.	96	43
Courses are prioritized based on how many times the faculty member has taught the course before.	24	11
Efforts are made to assign multiple sections of the same course to one faculty member	53	24
Other: <ul style="list-style-type: none"> Curriculum chairs/Director make choice Faculty preference matched with needs of school Faculty choose top 5 which are then matched with need and schedule Lead faculty status and then round-robin selection after random drawing to determine order of selection. Seniority 	31	14

If multiple faculty members want to teach the same class – how assigning the class is prioritized		
Themes	%	N
Seniority	50	21
Expertise	36	15
Course Balance of Faculty Member	12	5
Previous Course Evaluations	12	5
CSWE Standards/Required Expertise needed for a specific course	10	4
Other	10	4
Faculty Preference	7	3
Course Schedule (Days/Times)	7	3
Tenure Track Faculty Preference over Non-Tenure Track	7	3
Assess other duties (Administrative Loads)	2	1
Director/Chair's Choice	2	1
Service Teaching (preference provided to those with more service teaching)	2	1

Other:

- Rotating system
- Not an issue/Not Applicable

When determining faculty course assignments, do you also take into consideration course enrollment capacities (caps)?		
	%	N
Yes	42	19
No	51	23
Other: <ul style="list-style-type: none"> All course caps are the same Only in relation to newer tenure-track faculty. We try to avoid giving them very large classes. Caps, but also minimum enrollment in a small program (5-10 depending on course) 	7	3

Course Enrollment Capacity								
Course Content Area	Less than 10	11-15	16-20	21-25	26-30	31+	No Caps	Total
Human Behavior/Social Environment (HSBE)	0%	2% 1	10% 4	46% 20	27% 13	14% 6	0%	44
Diversity/Oppression	0%	5% 2	12% 5	44% 19	37% 16	2% 1	0%	43
Social Work History/Policy	0%	2% 1	11% 5	39% 17	32% 14	16% 7	0%	44
Research	0%	7% 3	18% 8	41% 18	20% 9	17% 6	0%	44
Foundation Intervention	0%	9% 4	30% 13	45% 20	14% 6	2% 1	0%	44
Advanced Intervention	0%	13% 6	42% 19	40% 18	2% 1	2% 1	0%	45
Electives	5% 2	0	20% 9	40% 18	16% 7	11% 5	7% 3	44

Comments:

- Online caps are 20 except for intervention and research which are 15.
- BSW lower level caps start at 40 and then decline each semester to 20.
- Undergraduate introduction courses up to 120.
- Field Seminar: 10
- Online courses kept to 15
- Field course capped at 15
- Clinical courses capped at 24.

Primary Factors Considered when Determining Course Enrollment Capacity (Check all that apply)					
Course Content Area	Physical Classroom Size	Faculty Preference	Clinical VS Non-Clinical	Online VS Seated	N
Human Behavior/Social Environment (HSBE)	40% 12	23% 7	63% 19	33% 10	30
Diversity/Oppression	45% 13	31% 9	66% 19	28% 8	29
Social Work History/Policy	47% 14	27% 8	60% 18	30% 9	30
Research	45% 13	31% 9	59% 17	34% 10	29
Foundation Intervention	43% 13	23% 7	70% 21	23% 7	30
Advanced Intervention	35% 11	23% 7	71% 22	22% 7	31
Electives	43% 12	25% 7	54% 15	25% 7	28

Do you allow your full-time faculty to teach overloads?		
	%	N
Yes	64	28
No	16	7
Rarely	11	5
Did not indicate	9	4
Additional comments about teaching overloads and compensation		
<ul style="list-style-type: none"> • While not paid, if they teach an overload they can work out a tradeoff for a lower course load in the future. • Overloads for evening or online courses are compensated with additional pay. Overload day time courses faculty can bank credit hours. • Compensation for overload must be used for travel or research, not additional salary. • Limited to 1 additional class per semester. • Overloads are only permitted in the summer 9.09% (4) • Faculty may work up to a 25% overload. • 9.09% (4) indicated compensation is in alignment with their union contracts. • 15.91% (7) indicated compensation is the standard adjunct pay • 11.36% (%) indicated compensation is a certain percentage of the salary. One indicated compensation is 10% of the salary base. • Noted compensation amounts per course overload: \$5,000 (1), \$3,000 (1), \$3,100 (1), \$4,500(1), \$6000 (1), max \$7,000 (1), \$7,500 (1) • Noted compensation salary % per course overload: 11% per 3 credit course (1), 7.5% (1), 3% of salary times the number of credits being taught (1). 		

Compensation for the following adjunct faculty			
	Min	Max	Average
Adjuncts who hold field education responsibilities	\$1,500	\$6,500	\$3,569
Adjuncts who teach exclusively online	\$2,262	\$10,000	\$4,055
Adjuncts who teach in seated programs	\$3,750	\$8,000	\$2,136
Additional Comments:			
<ul style="list-style-type: none"> • Field Educators earn approximately \$12,000 per semester • Lecturers are paid by the course; whereas field faculty and full-time adjuncts have salaries that are comparable to tenure track positions. • Amounts are entry level pay if the instructor has a MSW, higher pay with additional degrees, years of experience, and advancement in rank. • Compensation differs by credit hour: \$3,600/3 credits, \$3,300/2 credits, \$3000/credit. • We only have electives taught online. Those courses only run if the enrollment can pay the adjunct and make profit. • Ranges for education: \$2,750 MSW, \$3250 PhD, \$4000 for PhD students. 			