

Schools of Social Work Course Assignments & Course Caps Survey Results R1/R2 Doctoral Universities

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 they went about establishing faculty teaching assignments and course capacities. Below are summary data from that survey. Additionally, cumulative results can be viewed at <https://www.surveymonkey.com/results/SM-WSXJ3BDQ7/>. *All results in this report are limited to responses from R1/R2 Doctoral Universities.

Type of University/College	%	N
Public	88	23
Private non-profit	12	3
Private for-profit	0	0
TOTAL		26

American Association of Universities (AAU) Member	%	N
Yes	62	16
No	38	10
TOTAL		26

Universities which are Unionized	%	N
Union	27	7
No Union	65	17
Uncertain	8	2
TOTAL		26

Degrees Offered	%	N
Certificate	4	1
Associates	0	0
Bachelors	85	22
Masters	100	26
Doctorate – PhD	55	15
Doctorate – DSW	12	3
Graduate Certificate	19	5
TOTAL		26

Academic Calendar Structure	%	N
Semester	96	25
Quarters	4	1
TOTAL		26

Geographic Location	%	N
Pacific Northwest US (AK, WA, OR, ID, MT, WY)	4	1
Western US (CA, NV, AZ, UT)	4	1
North Central US (ND, SD, MN, IA, WI, IL)	12	3
South Central US (CO, NM, KS, OK, TX, MO, AK, LA)	8	2
Southern US (TN, NC, SC, VA, AL, GA, FL)	42	11
Midwest US (MI, IN, OH, KY, WV)	15	4
North East (ME, NH, VT, MA, RI, CT, NY, PA, NJ, DE, MD, DC)	15	4
TOTAL		26

Respondents Primary Role	%	N
Dean	19	5
Associate Dean	15	4
Assistant Dean	4	1
Program Director	23	6
Department Chair	31	8
Other: School Director	8	2
TOTAL		26

Total Enrollment Across All Programs	%	N
0-99	4	1
100-199	0	0
200-299	12	3
300-399	38	10
400-499	12	3
500 or more	35	9
TOTAL		26

Total MSW Enrollment	%	N
0-99	8	2
100-199	35	9
200-299	15	4
300-399	15	4
400-499	8	2
500 or more	19	5
TOTAL		26

Faculty Employed	0	<5	6-9	10-14	15-19	20-24	25-29	>30	N
FT Tenured	0% (0)	15% (4)	38% (10)	8% (2)	35% (9)	4% (1)	0% (0)	0% (0)	26
FT Tenure-Track	8% (2)	48% (12)	32% (8)	4% (1)	4% (1)	0% (1)	0% (0)	0% (0)	25
FT Non-Tenure Track	0% (0)	31% (8)	35% (9)	19% (5)	4% (1)	8% (2)	0% (0)	4% (1)	26
PT Adjunct	0% (0)	15% (4)	12% (3)	12% (3)	4% (1)	15% (4)	8% (2)	35% (9)	26

Faculty Titles for FT Faculty Whose Primary Responsibility is Teaching (No Research)	%	N
Clinical Faculty	32	8
Lecturer	36	9
Other: <ul style="list-style-type: none"> • Assistant/Associate Professor • Instructor/Coordinator • Educator and Field Service • Faculty Specialist • Instructor (4) • Professor of Instruction • Professor of Practice • Term Faculty 	32	8
TOTAL		25

Number of Courses Offered	NA	1-4	5-9	10-14	15-19	20-24	25-29	>30	N
UG BSW Required Courses	10% (2)	0% (0)	38% (8)	19% (4)	10% (2)	14% (3)	10% (2)	0% (0)	21
MSW Required Courses	0% (0)	4% (1)	4% (1)	22% (5)	13% (3)	26% (6)	0% (0)	30% (7)	23
DSW Required Courses	77% (10)	8% (1)	15% (2)	0% (0)	0% (0)	0% (0)	0% (0)	0% (0)	13
PhD Required Courses	13% (2)	60% (9)	27% (4)	0% (0)	0% (0)	0% (0)	0% (0)	0% (0)	15
Electives (across all degree levels)	0% (0)	23% (5)	41% (9)	9% (2)	0% (0)	9% (2)	0% (0)	0% (0)	22

Typical Teaching Loads	1-1	1-2	2-2	3-3	3-2	4-3	4-4	5-5	4-5	8	9	N
Full-Time Faculty (Tenured)	N/A	N/A	16	7	1	1	1	N/A	N/A	N/A	N/A	26
Full-Time Faculty (Tenure-Track)	N/A	3	16	6	1	N/A	2	N/A	N/A	N/A	N/A	28
Full-Time Faculty (Non-Tenure Track)	N/A	N/A	2	4	N/A	2	10	2	N/A	1	1	22
Full-Time Clinical Faculty/Lecturer	N/A	N/A	2	2	N/A	2	9	1	1	1	N/A	18
Part-Time Adjunct	13	4	4	1	N/A	N/A	1	N/A	N/A	N/A	N/A	23

Factors considered when assigning faculty to specific courses		
Response Themes	%	N
Full-Time Faculty (Tenure Track)		
Expertise/Area of Expertise	80	20
Faculty Arrangements (Administrative duties, buy-outs, Course Prep, etc.)	28	7
Faculty Preference	28	7
Education Level/Practice Experience/Credentials	24	6
Needs of Program	24	6
Course Schedules/Time/Day availability	20	5
Student/Course Evaluations	16	4
Seniority/Rank	12	3
Teaching Loads	4	1
Full-Time Faculty (Non-Tenure Track)		
Expertise/Area of Expertise	72	16
Needs of Program	31	7
Faculty Arrangements (Administrative duties, buy-outs, etc.)	22	5
Faculty Preference	22	5
Course Schedules/Time/Day availability	22	5
Education Level/Practice Experience	18	16
Seniority/Rank	13	3
Student/Course Evaluations	9	2
Teaching Loads	4	1
Full-Time Clinical Faculty/Lecturer		
Expertise/Area of Expertise	60	12
Faculty Arrangements (Administrative duties, buy-outs, etc.)	25	5
Education Level/Practice Experience	20	4
Needs of Program	20	4
Faculty Preference	15	3
Course Schedules/Time/Day availability	15	3
Student/Course Evaluations	10	2
Teaching Loads	5	1
Full-Time Clinical Faculty/Lecturer		
Expertise/Area of Expertise	61	14
Needs of Program	35	8
Course Schedules/Time/Day availability	35	8
Education Level/Practice Experience	26	6
Student/Course Evaluations	17	4
Seniority/Rank	13	3
Faculty Preference	9	2
Teaching Loads	4	1

Policies/Standards utilized when assigning faculty to courses	%	N
Courses are assigned based on faculty expertise.	100	26
Courses are assigned based on what the faculty member taught most recently.	65	17
Efforts are made to assign multiple sections of the same course to one faculty member	50	13
Courses are assigned based on seniority.	38	10
Courses are prioritized based on how many times the faculty member has taught the course before.	23	6
Other: <ul style="list-style-type: none"> • Curriculum chairs/Director make choice • Faculty preference matched with needs of school • Practice distinction 	19	5

If multiple faculty members want to teach the same class – how assigning the class is prioritized		
Themes	%	N
Seniority	54	13
Expertise	29	7
Need of Program	21	5
Course Balance of Faculty Member	17	4
Previous Course Evaluations	17	4
Tenure Track Faculty Preference over Non-Tenure Track	8	2
Assess other duties (Administrative Loads)	4	1
CSWE Standards/Required Expertise needed for a specific course	4	1
Director/Chair's Choice	4	1
Other	4	1

Other:

- Not an issue/Not Applicable

When determining faculty course assignments, do you also take into consideration course enrollment capacities (caps)?		
	%	N
Yes	50	13
No	50	13

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 (HBSE)	0% (0)	0% (0)	8% (2)	35% (9)	42% (11)	15% (4)	0% (0)	26
Diversity/Oppression	0% (0)	0% (0)	17% (4)	37% (9)	42% (10)	4% (1)	0% (0)	24
Social Work History/Policy	0% (0)	0% (0)	8% (2)	31% (8)	42% (11)	19% (5)	0% (0)	26
Research	0% (0)	4% (1)	12% (3)	40% (10)	32% (8)	12% (3)	0% (0)	25
Foundation Intervention	0% (0)	4% (1)	23% (6)	54% (14)	15% (4)	4% (1)	0% (0)	26
Advanced Intervention	0% (0)	8% (2)	38% (10)	46% (12)	4% (1)	4% (1)	0% (0)	26
Electives	4% (1)	0% (0)	16% (4)	42% (10)	13% (3)	13% (3)	13% (3)	24

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.
- Clinical courses capped at 24.

Primary Factors Considered when Determining Course Enrollment Capacity <i>(Check all that apply)</i>					
Course Content Area	Physical Classroom Size	Faculty Preference	Clinical VS Non-Clinical	Online VS Seated	N
Human Behavior/Social Environment (HBSE)	29% (6)	24% (5)	67% (14)	38% (8)	21
Diversity/Oppression	32% (6)	32% (6)	68% (13)	32% (6)	19
Social Work History/Policy	40% (8)	25% (5)	65% (13)	40% (8)	20
Research	37% (7)	32% (6)	63% (12)	42% (8)	19
Foundation Intervention	30% (6)	70% (14)	70% (14)	30% (6)	20
Advanced Intervention	25% (5)	70% (14)	70% (14)	30% (6)	20
Electives	37% (7)	58% (11)	58% (11)	32% (6)	19

Do you allow your full-time faculty to teach overloads?		
	%	N
Yes	68	17
No	20	5
Rarely	16	4
Did not indicate	8	2
<i>Additional comments about teaching overloads and compensation</i>		
<ul style="list-style-type: none"> • 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 • Try to avoid overloads due to research production needs. • Compensation is in alignment with their union contracts. • Compensation is the standard adjunct pay • Compensation is a certain percentage of the salary. One response indicated compensation is 10% of the salary base. • Noted compensation amounts per course overload: \$3,000, summer \$6000, max \$7000, \$7500 • Noted compensation salary % per course overload: 11% per 3 credit course, 10% of base, 7.5% 3% of salary times the number of credits being taught. 		

Compensation for the following adjunct faculty			
	Min	Max	Average
Adjuncts who hold field education responsibilities	\$1,500	\$6000	\$3256
Adjuncts who teach exclusively online	\$2,262	\$7,500	\$4,008
Adjuncts who teach in seated programs	\$2,262	\$7,500	\$3,693
Additional Comments:			
<ul style="list-style-type: none"> • Amounts are entry level pay if the instructor has a MSW, higher pay with additional degrees, years of experience, and advancement in rank. • Lecturers are paid by the course, whereas field faculty and full time adjuncts have salaries set that are comparable to tenure track positions. • We only have electives taught online. Those courses only run if the enrollment can pay the adjunct and make profit. • Compensation differs by credit hour: \$3,600/3 credits, \$3,300/2 credits, \$3000/credit. • Ranges for education: \$2,750 MSW, \$3250 PhD, \$4000 for PhD students. • LCSW \$2,400, PhD \$2,600 per semester • \$2500/semester for field seminar and liaison visits; \$75 per student for field liaison visits only • \$2250/semester for liaison load of 15 students 			