



## 2013 Academic Program Review Summary

School of Social Work

### Part 1: Overview

#### A. Degree Programs by Level

**Bachelor's (BA):** Bachelor of Social Work

**Master's (MA):** Master of Social Work

#### B. Mission and Purpose

We are committed to maximizing human potential, alleviating human suffering, enhancing the vitality and caring capacity of communities, and promoting the ideals of a humane and just society. We strive to fulfill this mission through education, research, and community engagement. We educate competent and compassionate social workers as practitioners and leaders for the 21st Century. Our graduates possess critical thinking skills and engage in evidence-based practice, with a deep respect for human diversity and strengths. We contribute to the knowledge building through theory development and research that foster an understanding of complex systems, inform human capacities for problem solving, and promote effective social work interventions. We initiate community engagement and work in partnership with local, regional, national, and international communities to promote the biological, psychological, social, and spiritual wellbeing of diverse individuals, families, groups, organizations, and communities, and to redress social and economic disparities in society.

#### C. Major changes since the last program review

- **Program growth and changes:** Student demand and student enrollment has increased exponentially with a 38% growth in the BSW and a 67% growth in the MSW. The current student headcount for the School is 512 (BSW) and 292 (MSW). The School continues to model methods for ensuring Student Success which include faculty-student relationships/mentoring, multi campus, multiyear course scheduling to ensure that students graduate in a timely manner. The FAU School of Social Work Student Lending Library has been established by an anonymous donor (with multiyear donations) to assist low-income students with the high costs of textbooks. The International Study Abroad Program was established with short summer study tours that allow students with limited funds, family and occupational responsibilities to learn about the delivery of social services in other countries.
- **Inter-professional Education Program** established with Colleges of Nursing and Medicine, consists of seminars and practice component with senior mentors in senior living facilities.
- **Research intensity increases significantly.** High scholarly productivity in publishing, increasing prominence in such federal funding as the Hartford Foundation and the National Institute of Health. School is an important part of the university's increasing collaborative/interdisciplinary research activities across the colleges
- **Community responsiveness** Community Advisory Committee initiated major annual funding efforts such as our School's annual Heart of Social Work event. Student field hours donated to the community for the academic school year of 2013-2014 were 163,200 hours with an estimated economic impact of \$3,427,200 across 225 active programs supervised by 750 field instructors in a 6 county radius. Domains of practice, teaching and research contribute to improved community social structures in such diverse areas as adolescence and youth, child welfare, (dis)ability, economic and social development, ethnic linguistic racial plurality, family violence, gerontology, health, human rights, marriage and family, sexual identity/diversity, and social inclusion.
- **New Program. Doctor of Social Work (DSW)** program, under Board of Governor's review fall 2014.
- **Accreditation.** The School is in the process of reaccreditation with a site visit to be scheduled the spring of 2015.
- **Leadership.** The School is happy to announce that the next stage of growth and change will be under the leadership and guidance of Dr. John Graham, our new director hired in the fall of 2014. He comes to the school as an experienced administrator and as a renowned scholar in social work.

### Part 2: Findings

#### A. Strengths

- **-Student demand is high.** Masters has increased fourfold since 2005, and undergraduate program has increased twofold since 2005.
- **-Job placement of our graduates is 95%; labor market projections for the field remain strong** for the next decade.
- **-Highly productive faculty** publishing on average greater than 3 publications/year—which is 3 times higher than the national average. Increasing presence of federal grants. Over the last 5 years, our faculty have published 220 journal articles, and have won major grants such as the National Institute of Health.
- **-Innovative curriculum** that is responsive to community needs, including innovative inter-professional and clinical programming, and Institute for Child Welfare and Aging Academy.
- **-A strong, well connected Community Advisory Committee** with promising opportunities for external support in relation to named chairs, student funding, physical infrastructure, and a clinical social work clinic.
- **-School is responsive to community needs** in relation to employment labor markets and to social development in all domains of social welfare, including adolescence and youth, child welfare, (dis)ability, economic and social development, ethnic linguistic racial plurality, family violence, gerontology, health, human rights, marriage and family, sexual identity/diversity, and social inclusion. Proposed clinical social work clinic could meet important market need and provide superb venue for student training and research.
- **-The development of a Doctor of Social Work (DSW) program** will further the School's research mission, community responsiveness, state and national reputation.

## B. Weaknesses

- **-Limited financial support and institutional support for externally funded research** (lack of assistance in terms grant assistance, statisticians, etc., which are found in schools/colleges obtaining external funding)
- **Outdated technology** in classrooms, clinical and communication labs
- **Poor physical facilities** in relation to School aspirations for community engagement.
- **Faculty-Student ratios** for the BSW and MSW programs are much higher than the accreditation body (Council of Social Work Education) recommended ratios. The CSWE guideline for BSW Programs is 1:25 and MSW is 1:12. Our ratio for the BSW the ratio is 1:48 and for the MSW is 1:32.
- **BSW classes** currently taught by 50% adjuncts
- **Clinical classes** are large by professional standards
- **Additional faculty offices and classrooms will be needed** to accommodate growth of the MSW and BSW programs, as well as the new DSW program
- **Low funding for students** as research assistants, teaching assistants, and scholarships.

## C. Recommendations

- **Recruit a DSW Coordinator and 4 other faculty, 2014-15.** The additional hires also help to address the problematic faculty to student ratio, which is much higher than that expected by the national accreditation authority (Council on Social Work Education)
- **Develop an administration plan and business plan for Clinical Social Work Clinic. Galvanize support for the clinic; raise money, obtain a dedicated space, and hire staff for the clinic.**
- **Create a research infrastructure** to promote external funding. **-Encourage and increase external funding applications.**
- **Increase School's allotment of Graduate Assistantships** and other funding.
- **Create and carry out a business plan for external funding** in collaboration with the Community Advisory Committee
- **Build on the School's inter-professional and community based practice activities** through collaborative relationships with other disciplines with respect to teaching and research and via innovative programs out of proposed social work clinic.
- **Develop a marketing/scaling up plan for the FAU model of collaborative inter-professional education**
- **Develop a Doctor of Social Work program**, including a marketing plan.
- **Develop other innovative curricula**, including possible certificates, collaborative model of interdisciplinary education to increasing number of fields of practice, building on gerontology.