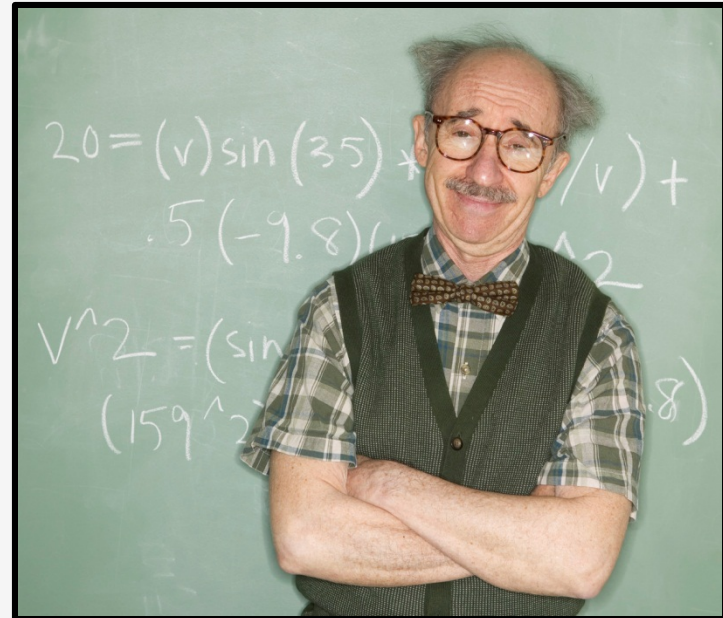


Hiring Social Work Faculty: An analysis of Employment Announcements

Presenter

Paul Force-Emery Mackie, MSW, PhD
Associate Professor & BSSW Program Director
Minnesota State University, Mankato

Presented March 17th, 2012 at the 29th
Baccalaureate Program
Directors Annual Conference. Portland, OR.



Introduction

- In 2006, Anastas published paper investigating employment opportunities in SOWK education. Data collected 2001-2002.
- When Anastas conducted study, EPAS 2001 was relatively new & most programs would have been accredited or reaffirmed under EPAS 1994.
- Now a decade later, question revisited again. This paper focused on hiring data collected 2010-2011. Today, EPAS 2008 in effect.
- This paper focuses on changes to EPAS regarding hiring SOWK faculty. Between rural/urban locations, research/non-research institutions, and workload expectations.
- In short, what are different types of programs/colleges looking for in SOWK faculty?

Literature Review: Quick Stats

February 2011:

- 471 accredited BSW programs
- 24 BSW programs in candidacy
- 208 accredited MSW programs
- 18 MSW programs in candidacy
- Additionally, GADE reported 71 SOWK doctoral programs.

In 2000:

- 313 accredited BSW programs
- 139 accredited MSW programs
- 67 doctoral programs

Literature Review: Quick Stats

Across 1 decade, about 33% increase in number of BSW and MSW programs in US, but only 5.7% increase in number of SOWK doctoral programs.

Anastas (2006) reported stable number of SOWK doctoral graduates between 1990 – 2001 of 258 annually.

Today, SOWK doctoral graduates = about 320-340 annually, but only about half enter academic positions (160-180).

This research identified 304 open SOWK faculty positions in 2010-2011 academic year.

Literature Review: Loosening EPAS Expectations

Johnson & Munch (2010):

- **EPAS 1994:** Mandated under ES 4.2 that those teaching SOWK practice courses hold MSW **AND** have the equivalent of 2 or more years full-time, post MSW degree experience in professional SOWK practice.
- **EPAS 2001:** ES 4.3 required MSW **AND** equivalent of 2 or more years SOWK experience at *BSW* or *MSW* level to teach practice courses.
- **EPAS 2008:** ES 3.3.1 required MSW and “at least 2 years of social work practice experience” to teach practice courses.

EPAS requirements for practice experience
has loosened over time.

This Study...

This study examined an 11-month national sample of SOWK faculty position advertisements to determine the number of jobs available, characteristics institutions seek in faculty members, and qualifications sought.

The findings also include variables such as how many years of practice experience do SOWK programs require as well as degrees required, and breaks down these variables by rural/urban locations, doctoral/non-doctoral conferring institutions, and public/private institutions to seek discreet differences between groups.

Method

- Using only publicly accessible faculty recruitment websites, SOWK positions were analyzed.
 - CSWE employment site: $n = 115$ (37.8%)
 - Higherjobs.com: $n = 88$ (28.9%)
 - GADE jobs site: $n = 38$ (12.5%)
 - BPD Listserv: $n = 26$ (8.5%)
 - Chronicle of Higher Ed jobs site: $n = 21$ (7%)
 - SSWR jobs site: $n = 16$ (5.2%) **N = 304**

Methods, continued

Employment advertisements reviewed for fit by author. Inclusion followed Anastas (2006) work and as follows:

- Must be for faculty position in accredited or candidacy SOWK program,
- Primary duty to serve as academic faculty (Assistant, Associate, Full, temporary/adjunct – included BSW/MSW Program Directors and Field Directors. Administrative positions (Chairs, Deans, etc) NOT included. Included tenure and non-tenure earning positions.
- Data collected for positions posted between June 1, 2010 & May 1, 2011 for positions advertised to begin during 2011-2012 academic year.

Research Questions

1. What are the general characteristics of current SOWK employment opportunities?
2. Do differences exist in SOWK faculty employment announcements between public & private institutions?
3. Do differences exist in SOWK faculty employment announcements between doctoral conferring and non-doctoral conferring institutions?
4. Do differences exist in SOWK faculty employment announcements between rural- and urban-located institutions?
5. Do employment announcements conform to CSWE's 2008 EPAS expectations for hiring SOWK faculty?

Data Collection & Analysis

- Advertisements coded & numbered. Information included:
 - Name of institution
 - Geographic location
 - Primary level of position (asst, assoc, full, temporary, open rank, etc)
 - Carnegie classification
 - Type of institution (public/private)
 - Degree(s) required
 - Years of practice experience required
 - Other requirements for position were coded "identified" or "not identified" (e.g., evidence of teaching, research, external funding, field/student advising, curriculum development, service).

Data analyzed using SPSS. Differences sought between degree requirements, post-MSW practice, professional experiences sought, rural/urban institutions.

Results: General Characteristics

Sources of Data	<i>n</i>	%
CSWE jobs	115	37.8
Higheredjobs.com	88	28.9
GADE jobs	38	12.5
BPD listserv	26	8.5
Chronicle of Higher Ed jobs	21	7.0
SSWR jobs	16	5.2
Position Rank	<i>n</i>	%
Non-tenure track/temporary	32	10.9
Assistant professor only	124	40.8
Associate professor only	13	4.4
Assistant or Associate professor	66	22.4
Open (assistant, associate, full)	51	17.3
Full professor only	4	1.4
Institution Auspice	<i>n</i>	%
Public	218	71.7
Private	86	28.3
Geographic Location	<i>n</i>	%
Rural	62	20.4
Urban	242	79.6
Geographic Region	<i>n</i>	%
New England	21	6.9
Middle Atlantic	43	14.1
South Atlantic	51	16.8
South Central	53	14.4
North Central	87	28.6
Mountain	23	7.6
Pacific	26	8.6
Institution Carnegie Classification	<i>n</i>	%
Doctoral	152	50.0
Comprehensive/Masters	141	46.4
Liberal Arts/Bachelors	11	3.6
Primary Program Level for Position	<i>n</i>	%
BSW only	87	27.2
MSW only	34	11.3
BSW/MSW (joint program)	109	36.1
MSW/Doctorate	15	5.0
BSW/MSW/Doctorate	59	19.5

Note: *N* values for specific variables differ based on missing data.

Results: differences between public/private institutions

	Public		Private		Total		$\chi^2(1)$
	n	(%)	n	(%)	n	(%)	
MSW degree required							
Yes	179	(82.4)	71	(82.5)	250	(82.5)	<i>NS</i>
No	38	(17.6)	15	(17.5)	53	(17.5)	
>2 years post MSW practice experience required							
Yes	142	(65.4)	55	(63.9)	197	(65.0)	<i>NS</i>
No	75	(34.6)	31	(36.1)	106	(35.0)	
Doctoral degree required							
Yes	154	(70.9)	56	(65.1)	210	(69.3)	<i>NS</i>
No	63	(29.1)	30	(34.9)	93	(30.7)	
Experience sought							
Evidence of teaching							
Identified	73	(33.6)	22	(25.5)	95	(31.3)	<i>NS</i>
Not identified	144	(66.4)	64	(74.5)	208	(68.7)	
Evidence of research							
Identified	54	(24.8)	12	(13.9)	66	(21.7)	4.32*
Not identified	163	(75.2)	74	(86.1)	237	(78.3)	
Evidence of external funding							
Identified	37	(17.0)	5	(5.8)	42	(13.8)	6.52**
Not identified	180	(83.0)	81	(94.2)	261	(86.2)	
Other responsibilities							
Field advising							
Identified	35	(16.1)	21	(24.4)	56	(18.4)	<i>NS</i>
Not identified	182	(83.9)	65	(75.6)	247	(81.6)	
Student advising							
Identified	102	(47.0)	37	(43.0)	139	(45.8)	<i>NS</i>
Not identified	115	(53.0)	49	(57.0)	164	(54.2)	
Curriculum development							
Identified	47	(21.6)	13	(15.1)	60	(19.8)	<i>NS</i>
Not identified	170	(78.4)	73	(84.9)	243	(80.2)	
Service							
Identified	136	(62.6)	43	(50.0)	179	(59.0)	4.09***
Not identified	81	(37.4)	43	(50.0)	124	(41.0)	

Results: Differences between research/non-research institutions

	Doctorate conferring		Non-Doctorate conferring		Total		χ^2 (1)
	n	(%)	n	(%)	n	(%)	
MSW degree required							
Yes	105	(69.5)	145	(95.3)	250	(82.5)	35.09***
No	46	(30.5)	7	(4.7)	53	(17.5)	
>2 post MSW practice experience required							
Yes	75	(49.6)	122	(80.2)	197	(65.0)	31.17***
No	76	(50.4)	30	(19.8)	106	(35.0)	
Doctoral degree required							
Yes	121	(80.1)	89	(58.5)	210	(69.3)	16.58***
No	30	(19.9)	63	(41.5)	93	(30.7)	
Experience sought							
Evidence of teaching							
Identified	46	(30.4)	56	(36.8)	102	(33.6)	NS
Not identified	105	(69.6)	96	(63.2)	201	(66.4)	
Evidence of research							
Identified	52	(34.4)	15	(9.8)	67	(22.1)	26.55***
Not identified	99	(65.6)	137	(90.2)	236	(77.9)	
Evidence of external funding							
Identified	35	(23.1)	5	(3.2)	40	(13.2)	26.15***
Not identified	116	(76.9)	147	(96.8)	263	(86.8)	
Other responsibilities							
Field advising							
Identified	23	(15.2)	33	(27.7)	56	(18.4)	NS
Not identified	128	(84.8)	119	(72.3)	247	(81.6)	
Student advising							
Identified	52	(34.4)	87	(57.2)	139	(45.8)	15.86***
Not identified	99	(65.6)	65	(42.8)	164	(54.2)	
Curriculum development							
Identified	22	(14.5)	38	(25.0)	60	(19.8)	5.19*
Not identified	129	(85.5)	114	(75.0)	243	(80.2)	
Service							
Identified	69	(45.6)	110	(72.3)	179	(59.0)	22.29***
Not identified	82	(54.4)	42	(27.7)	124	(41.0)	

* $p < .05$, *** $p < .001$, NS = Not Significant

Results: Differences between rural/urban institutions

	Rural		Urban		Total		χ^2 (1)
	n	(%)	n	(%)	n	(%)	
MSW degree required							
Yes	57	(87.6)	193	(80.0)	250	(82.5)	4.80*
No	5	(12.4)	48	(20.0)	53	(17.5)	
>2 post MSW practice experience required							
Yes	47	(75.8)	150	(62.2)	197	(65.0)	3.99*
No	15	(24.2)	91	(37.8)	106	(35.0)	
Doctoral degree required							
Yes	24	(38.7)	186	(77.2)	210	(69.3)	34.31***
No	38	(61.2)	55	(22.8)	93	(30.7)	
Experience sought							
Evidence of teaching							
Identified	22	(35.4)	73	(30.3)	95	(31.3)	NS
Not identified	40	(64.6)	168	(69.7)	208	(68.7)	
Evidence of research							
Identified	10	(16.1)	56	(23.2)	66	(21.7)	NS
Not identified	52	(53.9)	185	(76.8)	237	(78.3)	
Evidence of external funding							
Identified	0	(0.0)	40	(16.6)	40	(13.2)	11.86***
Not identified	62	(100)	201	(83.4)	263	(86.8)	
Other responsibilities							
Field advising							
Identified	19	(30.6)	37	(15.3)	56	(18.4)	7.65**
Not identified	43	(69.4)	204	(84.7)	247	(81.6)	
Student advising							
Identified	43	(69.4)	96	(28.6)	139	(45.8)	17.31***
Not identified	19	(30.6)	145	(71.4)	164	(54.2)	
Curriculum development							
Identified	18	(29.0)	42	(17.4)	60	(19.8)	4.18*
Not identified	44	(71.0)	199	(82.6)	243	(80.2)	
Service							
Identified	47	(75.8)	132	(54.8)	179	(59.0)	9.02**
Not identified	15	(24.2)	109	(45.8)	124	(61.0)	

* $p < .05$, ** $p < .01$, *** $p < .001$, NS = Not Significant

Results: 2008 EPAS post-MSW experience

Findings show that **65% of all positions** reviewed currently require 2 or more years of post-MSW practice as a condition of employment across all groups.

- While no sig differences were found in this requirement between public and private institutions, differences were found between doctoral and non-doctoral institutions and rural/urban institutions.
- Doc institutions were less likely to require 2 years post MSW experience ($\chi^2 (1, N = 303), 31.17, p < .001$), and
- Rural-located institutions were less likely to require 2 years experience compared to urban ($\chi^2 (1, N = 303) = 3.99, p < .05$).
- These findings show that either by accident or design, a majority of SOWK programs continue to maintain this requirement even through accreditation standards have not mandated the post MSW-only experience since the 1994 EPAS was replaced by the 2001 EPAS.

Summary

This study was designed to build upon research from Anastas (2006). Note that the Anastas paper was based on data from 2001-2002 AY, and this study is based on data collected 10 years later.

- Similarities between the studies:
 - Anastas (2006): 39% of positions sought were at assistant level. Mackie (in press): 40.8%. Anastas: 19% were advertised for Assistant or Associate, Mackie found 22.4%. At Associate level: Anastas found 4%, Mackie found 4.4%.
- Differences between studies:
 - Anastas found 3% of advertisements for full only. Mackie found 1.4%.

Summary

- Public institutions more likely to require evidence of research and external funding compared to private.
- Private institutions more likely placed greater emphasis on service over public.
- Doctoral institutions less likely to require MSW degree compared to non-doctoral, but more likely to require earned Doctorate degree at time of hire.
- Doctoral institutions more likely to focus on research and external funding in hiring expectations compared to non-doctoral.
- Non-doctoral institutions more likely to emphasize student advising and service as important components.
- Rural institutions more likely to require MSW degree compared to urban, but less likely to require 2+ years experience.
- Urban programs more likely to require external funding than rural.
- Rural more likely to place greater emphases on student advising, curriculum development, and service compared to urban.
- Approximately 320-340 SOWK Doctoral graduates annually, but half don't enter higher ed jobs (therefore, higher ed pool = 160-180 annually). This study found 305 positions advertised.

Limitations

- These findings are a one year snapshot. May be atypical.
- This study collected data from several sources, Anastas collected from one (Chronicle or Higher Ed only). Could be different data.
- Regarding number of SOWK doctoral graduates, most advertisements stated “doctorate in SOWK or related field.” This study was not able to identify how many are considered or hired with “related field” degree. Perhaps “shortage” is not as problematic as defined here.

Future Research

- Need for longitudinal study. Seek more discreet trends over time.
- Study impact of hiring from “related disciplines.” Is this strategy meeting the need?
- Study doctoral students – learn what they consider important/their preferences regarding higher ed careers.

References

Anastas, J. W. (2006). Employment opportunities in social work education: A study of jobs for doctoral students. *Journal of Social Work Education, 42*(2), 195-209.

Johnson, Y. M., & Munch, S. (2010). Faculty with practice experience: The new dinosaurs in the social work academy? *Journal of Social Work Education, 46*(1), 57-66.

NOTE: This paper is currently in press at the *Journal of Social Work Education*.