

Request to Plan a Joint Doctoral Program in Social Work by North Carolina A&T State University and the University of North Carolina at Greensboro

Introduction

This is a request from North Carolina A&T State University and the University of North Carolina at Greensboro for approval to plan a joint doctoral program in Social Work (CIP: 44.0701).

Program Description

To help meet the basic human needs of the region and state, as well as the changing needs of academic and other public institutions, the University of North Carolina at Greensboro (UNCG) and North Carolina Agricultural and Technical State University (NCA&TSU) are requesting authorization to plan a new doctoral degree in Social Work (Ph.D.). The proposed Ph.D., to be offered jointly by the UNCG Department of Social Work and the NCA&TSU Department of Sociology and Social Work, will be an innovative program designed to prepare individuals for academic careers and practice in diverse communities within a global context. Graduates will be prepared for careers in universities, private research institutions, and public and private social service agencies. Students and graduates will be active participants in dynamic community partnerships helping to develop, implement, and evaluate community-based projects. Our philosophy of “the teacher-scholar” is at the core of our proposal

The focus of this collaborative inter-institutional doctoral program is to prepare teacher-scholars. We understand the teacher-scholar as the embodiment of a productive, and creative research agenda, exemplary teaching, and a strong commitment to community service. All three areas are immersed in the rich tapestry of Greensboro’s multicultural, multiethnic, multilingual, multinational community. The flow among these three areas is vital to the teacher-scholar since applied social work research is informed through contact with the community; the community is served through contact with students and applied research; and, in turn, teaching is energized through real world contacts and grounded in empirical knowledge. Students will be involved with the community by doing research and internships in such areas as community development, school social work amid education, health, mental health, child welfare, aging, immigrant services, and social sustainability,

The profession of social work is growing rapidly. According to the Bureau of Labor Statistics (2007), “Employment of social workers is expected to increase by 22 percent during the 2006-16 decade, which is much faster than the average for all occupations. In particular, the growing elderly population and the aging baby boom generation will create greater demand for health and social services, resulting in rapid job growth among gerontology *social* workers. Employment of social workers in private social service agencies also will increase.”

Nationally, the number of MSW and BSW programs has been increasing to

accommodate student interest in the profession as well as the market demand for greater numbers of social workers. In June 2008, there were 462 BSW and 191 MSW programs accredited by the Council on Social Work Education (CSWE, 2008). Additional programs were in candidacy but not yet fully accredited. In North Carolina there are currently 20 accredited BSW programs (1 in candidacy) and 7 accredited MSW programs, with 4 in candidacy.

The number of doctoral trained social work educators has not kept pace with the growth in BSW and MSW student numbers and programs. Despite the growth in the number of social work doctoral programs from 5 in 1950 to 66 in 2001, Karger & Stoesz (2003) reported that current programs were not producing enough graduates to meet the increasing needs for faculty in BSW and MSW programs. Since that time, only three additional doctoral programs have opened (CSWE, 2006).

The rapid growth in MSW and BSW programs in North Carolina reflects the national trend. Since 1999, the number of accredited MSW programs in the state has risen from two to seven, with an additional 4 programs in candidacy. There are currently 20 accredited BSW programs in the state, with another in candidacy. There has been no concomitant growth in the number of social work doctoral programs in North Carolina or in the immediate region. The state's only doctoral program in social work is at the University of North Carolina at Chapel Hill. There are no doctoral programs in social work in Western Virginia, Eastern Tennessee, or Northern South Carolina. A joint UNCG/NCA&TSU social work doctoral program would, a) fill a gap in the state and region by educating new Ph.D.s to fill academic positions in the ever-expanding undergraduate and master's social work programs, and b) help to fill the void anticipated by the expected retirement in the next ten years of a large percentage of current social work academicians. The UNC Tomorrow document notes that initiatives to address the large number of expected retirees are needed.

In keeping with social work's tradition of educating students through applied learning in field experiences, students will complete research which is focused on solving real-world problems affecting North Carolina citizens and agencies, particularly in the Triad region. Building on the UNCG/NCA&TSU experience with the 10-year old Joint Master of Social Work Program and the 35 year-old Undergraduate Joint Field Instruction Program, the educational process will be centered in teaching and learning within a context of diversity and inclusiveness. Students will be paired with faculty teaching mentors, take course work on teaching, experiment with new advances in uses of technology for teaching, teach undergraduate and/or MSW students, learn to incorporate multiple teaching methods to address a diversity of learning styles, and receive feedback from faculty members as well as students. Our program will build in development of teaching from the beginning of the program of study. In short, graduates will be prepared as teacher-scholars with the ability to effect real change that will enhance the level of inclusiveness in our communities and state.

UNC Tomorrow Relevance

While the proposed program would be relevant to promoting education by contribution to the pool of faculty available for the expanding social work programs in the State, it would also enhance the ability to respond to the need for social workers identified in UNC Tomorrow for a wide range of counseling situations especially mental health counseling. The proposal embodies the imperative for collaboration among campuses regarding degree programs.

Disciplinary Panel

In addition to representatives from NCA&T and UNCG, there were representatives from ECU, NCSU, UNCC, UNC-CH and UNC-GA. Representatives of NCA&T and UNCG provided background and an overview of the proposed program. NCA&T and UNCG have had a joint Master of Social Work program since 1997, and the program has produced more than 350 graduates. It is an accredited program and its joint delivery is unique in American social work. The impetus for this doctoral program is the growth in the number of undergraduate and master's social work programs in recent years. This combined with limited growth at the doctoral level and the ageing out of the profession is pointing to a shortage in faculty available for existing social work programs. The only doctoral program in social work in the State is at UNC-CH which had an enrollment of 37 in fall 2008 and graduated an average of 5 plus over the past three years. At the same time there is expected to be a growth in demand for social workers. Distinctive features of the proposed program will be an emphasis on cultural proficiency and diversity and on preparing community-engaged teacher scholars.

The panel recognized the growing problem of being able to find, hire, and retain doctoral trained social workers. Some campuses are hiring MSWs with a doctorate in another field.

Response

While they recognized that some new faculty will be needed, it was pointed out that they will have to address the issue of funding for doctoral students using techniques such as writing students into grants.

Student Demand

UNC Tomorrow and other sources point to our needing more social workers in the coming years as our population ages. For fall 2009 over 1,200 students were enrolled in UNC undergraduate social work programs and there are 10 private social work programs in NC as well. There would appear to be a good base and growing interest in social work that will eventually translate into more doctoral candidates.

Opportunities for Graduates of the Program

The other side of the difficulty of recruiting social work faculty with doctoral training in the field is the opportunity individuals will have who seek such positions. The faculty option should be very attractive to graduates, but the program will prepare them for community work as well should that be their preference.

Resource Implications

The resource needs are typically specified more fully in the proposal for establishment. By the time the program is fully ramped up which would likely be at least six years from now, the estimated cost to be provided by State funding would be approximately \$475,000 dollars, or approximately \$95,000 per year over the five-year ramp up period.

Issues to Address in Planning

Consulations with other doctoral and master's programs in social work including the doctoral program at UNC-CH will be helpful in formulating a program that will meet program need in the State and well as nationally.

Recommendation

The shortage of faculty for Social Work programs provides a strong case for a second doctoral program in this area in the State.

The staff of the General Administration recommends that the Committee on Educational Planning, Policies, and Programs approve the request from North Carolina A&T State University and the University of North Carolina at Greensboro to plan a joint doctoral program in Social Work.

Approved to be Recommended for Planning to the Committee on Educational Planning, Policies, and Programs



Senior Vice President for Academic Affairs

August 2, 2010

General Information Template for Academic Program Review

Degree Area and Level:

Joint PhD in Social Work (CIP 44.0701) at UNC Greensboro and NCA&T

Addressing UNC Tomorrow:

This joint proposed program would address several Recommendations within the UNC Tomorrow Report including the components to enhance our Global Readiness (Recommendation 4.1), Our Citizens and Their Future: Access to Higher Education (Recommendation 4.2), Our Children and Their Future: Improving Public Education (Recommendation 4.3), Our Communities and Their Economic Transformation (Recommendation 4.4), and Our Health (Recommendation 4.5).

Role of Program in Relation to State and Regional Needs:

According to the proposal, "A joint UNCG/NCA&TSU social work doctoral program would, a) fill a gap in the state and region by education new Ph.D.s to fill academic positions in the ever-expanding undergraduate and Master's social work programs, and b) help to fill the void anticipated by the expected retirement in the next ten years of a large percentage of current social work academicians."

US Labor Department Analysis:

- *Summary and Summary Data* –Not relevant for the level of this proposed degree program.

Availability of Program Statewide (Enrollment and Degrees Awarded in Last 3 Years):

- *Public universities*

Enrollment			Academic Year					
			Fall 06	Spr 07	Fall 07	Spr 08	Fall 08	Spr 09
UNC-CH	Social Work	PhD	39	36	40	37	37	37

Number of Degrees Awarded			Academic Year		
			2006-2007	2007-2008	2008-2009
UNC-CH	Social Work	PhD	4	9	3

- *Private universities* – Not available

Available in Online or Distance Format from UNC institutions:

Not available.

Available or not from Academic Common Market:

Not available.

UNCG and NCA&T Campus enrollment and degrees awarded in similar programs at the Doctoral level: (Based on two CIP digits – 44 CIP is the summary group for Public Administration and Services under which Social Work is a program.) Neither institution offers Doctoral programs in the 44 CIP categories.

Campus Average of enrollment and degrees awarded in this degree area at the Doctoral level:
(Based on two CIP digits – 44 CIP is the summary group for Public Administration and Services under which Social Work is a program - over the last 3 Academic Years, Fall 2006-Fall 2009)

Campus Average			
	Number of Active Programs	Enrollment per Semester	Degrees Awarded per Year
NCSU	1	33	3
UNCC	1	36	4
UNC-CH	2	30	5
Campus Average:		33	4

UNCG Degree Programs added in the past three years:

- *Bachelor*
 - BS Entrepreneurship (11/13/2009)
- *Master*
 - MSAT Athletic Training (06/08/2007)
 - MS Nanoscience (11/13/2009)
- *Doctoral*
 - PhD Medicinal Biochemistry (01/11/2008)
 - PhD Computational Mathematics (01/11/2008)
 - PhD Communications Sciences and Disorders (01/12/2007)
 - PhD Environmental Health Science (01/08/2010)
 - PhD Nanoscience (01/08/2010)

UNCG Degree Programs discontinued in past three years:

- *Bachelor*
 - BS Dance Education (03/16/2007)
 - BA German, Secondary Education (03/20/2009)
- *Master*
 - MS Human Development and Family Studies (02/12/2010)
- *Doctoral*
 - N/A

NCA&T Campus Degree Programs added in the past three years:

- *Bachelor*
 - BS Atmospheric Sciences and Meteorology (11/09/2007)
 - BS Bioengineering (06/11/2010)
- *Master*
 - MS Information Technology (09/07/2007)
 - MS Bioengineering (06/11/2010)
- *Doctoral*
 - Ph.D. Computational Science and Engineering (01/08/2010)

NCA&T Degree Programs discontinued in past three years:

- *Bachelor*
 - BS Visual Arts, Art Education (03/20/2009)
 - BS Music Education (03/20/2009)
 - BS Romance Languages and Literatures, French Secondary Education (03/20/2009)
 - BS Romance Languages and Literatures, Spanish Secondary Education (03/20/2009)

APPENDIX K

- *Master*
 - MS English Education (03/20/2009)
 - MS Mathematics Education (03/20/2009)
 - MS History Education (03/20/2009)
- *Doctoral*
 - N/A