



ANNUAL PROGRAM REPORT

College	CLASS
Department	Social Work
Program	Full-time and Part-time MSW Programs
Reporting for Academic Year	2018-19 (Contains Request for TT Hire Only)
Last 5-Year Review	2012-13 (Report submitted Winter 2011)
Next 5-Year Review	2018-19 (6 years from last 5-year review due to CSWE approved 1-year postponement)
Department Chair	Rose Wong
Date Submitted	10/15/2018

The Department of Social Work prepared this report for the purpose of requesting two tenure-track faculty positions. Because we are undergoing a five-year review this year, we will not be submitting a full Annual Program Report.

RESOURCE REQUEST: TWO TENURE-TRACK HIRES

The Department of Social Work requests two tenure-track faculty positions that will begin in Fall 2020. The two positions are needed to meet the accreditation standards of the Council on Social Work Education (CSWE) with regard to: (a) Faculty-to-Student Ratio (FSR), (b) program assessment, and (c) specialized practice curricular requirements. *We currently have 5.5 TT faculty members and have targeted 7.0 since our last accreditation eight years ago in order to conduct the work needed to fulfill CSWE accreditation standards and to contribute to the required 1:12 FSR.* The resignation of Assistant Professor Macheo Payne in late September of this year enhances the need for these positions. Our CSWE re-accreditation site visit will take place in February of 2019. It is imperative that we can report at that time approved searches for two more TT positions. The below paragraphs provide background and justification for our request.

Regarding FSR, master’s programs are required to maintain a 1:12 FSR and a minimum of six full-time faculty positions. Meeting this requirement has been a main concern of CSWE for our program. As background, in June of 2010, CSWE reaccredited our program for eight years but one of two concerns noted was the need to demonstrate a 1:12 FSR. Dr. Evaon Wong-Kim, then chair, addressed this concern in a progress report to CSWE by noting (a) nine full-time faculty (4 TT faculty and 5 full-time lecturers) plus sufficient part-time faculty to demonstrate the 1:12 FSR, and (b) a search in place to add two TT positions and an approval to search for one more TT position in the subsequent year *to reach a total of seven TT faculty.* Table 1 below shows the department’s TT Faculty History. Over the past eight years, we have ranged from 4.5 to 6.0 TT faculty, but have never reached the targeted 7.0.

In our self-study (for another 8-year accreditation) submitted in August of this year, we reported that we would have a 1:12.2 FSR based on 9.5 full-time faculty (6.5 TT faculty and 3 full-time lecturers) and 2.31 FTE part-time faculty in the current academic year. Our current situation contradicts what we reported, largely as a result of Macheo Payne's unexpected resignation.

Regarding program assessment, accreditation standards require a large, demanding ongoing assessment effort aimed at demonstrating how we meet nine MSW competencies each year. The assessment requirements include (a) comprehensive evaluation of students' field practice during each term as well as embedded assignments, (b) an active program renewal process based on evaluation findings, and (c) bi-annual posting of assessment results. Given our low number of TT faculty and its fluctuation across the years, we have not had adequate human resources for conducting the assessment and renewal process in a way that guarantees meeting CSWE standards. [Note: Our 0.5 time faculty member, Dianne Woods, is fulfilling her FERPing commitment in the Fall semesters and will not be teaching in the Spring semesters. Thus, she will not have a full academic year presence.]

Regarding specialized practice curricular requirements, CSWE requires that we have sufficient TT faculty for curricular development, assessment, and instruction in two specialized practice fields (or concentrations), Children, Youth and Families (CYF) and Community Mental Health (CMH). Currently, among our current 5.5 TT faculty, only one of us (Toni Naccarato) is specialized in CYF. (The other TT faculty, Sarah Taylor, Rose Wong, and Kristen Gustavson specialize in the CMH area. Holly Vugia straddles CMH and CYF.) This is a large deficit that must be addressed. Aside from the need to demonstrate to CSWE that we have the faculty to teach and maintain our CYF specialized practice field, this deficit in CYF faculty also has negative consequences for our CalSWEC IV-E Child Welfare Training Program, which involves preparing 25-30 students to become professional child welfare workers. This grant-funded program, which the department has had for more than a dozen years, currently provides approximately \$1.1 million, including over \$300,000 for the cost of instructional faculty annually. Having only one TT faculty member to provide the support for this program, which also has demanding curricular and assessment requirements, is insufficient.

In conclusion, we are requesting two TT hires specialized in CYF. Specifically, they will fill sub-fields within CYF. Given that Toni Naccarato is an expert in child welfare, one new hire will be specialized in youth development (the field vacated by Macheo Payne) and the other in immigration and immigrant issues. The immigration area of expertise has not been addressed since Phu Phan's departure in 2013.

Table 1. Tenure Track Faculty History

Tenure Track Faculty Count	Tenure Track Faculty Changes
<p>2011-12: 4.5 Wong-Kim (chair), Jones (Emeritus, part-time), Woods, Phan, Taylor</p>	<ul style="list-style-type: none"> • Assistant Prof. Taylor joined
<p>2012-13: 6.0 Wong-Kim (chair), Jones (Emeritus, part-time), Phan, Taylor, Braxton, Wong</p>	<ul style="list-style-type: none"> • Assistant Prof. Mavis Braxton joined • Assistant Prof. Rose Wong joined • Associate Prof. Woods became Chief of Staff to the President and later the University Diversity Officer
<p>2013-14: 4.5 Jones (chair, Emeritus, part-time), Wong-Kim (sabbatical), Taylor, Braxton, Wong</p>	<ul style="list-style-type: none"> • Prof. Phu Phan resigned
<p>2014-15: 5.5 Wong-Kim (chair), Jones (Emeritus, part-time), Taylor, Braxton, Wong, Payne</p>	<ul style="list-style-type: none"> • Assistant Prof. Macheo Payne joined
<p>2015-16: 6.0 Wong-Kim (chair), Vugia, Taylor, Naccarato, Wong, Payne</p>	<ul style="list-style-type: none"> • Associate Prof. Holly Vugia transferred back • Associate Prof. Toni Naccarato joined • Prof. Terry Jones retired • Assistant Prof. Mavis Braxton resigned
<p>2016-17: 5.0 Vugia (interim chair), Taylor, Naccarato, Wong, Payne</p>	<ul style="list-style-type: none"> • Prof. Evaon Wong-Kim resigned (06/2016) • Associate Professor on sabbatical
<p>2017-18: 5.0 Wong (chair), Vugia, Taylor, Naccarato, Payne</p>	
<p>2018-19: 5.5 Wong (chair), Woods (Emeritus, part-time), Vugia, Taylor, Naccarato, Gustavson</p>	<ul style="list-style-type: none"> • Prof. Dianne Woods returned • Assistant Prof. Gustavson joined • Assistant Prof. Payne resigned (09/2019)