

**BAYLOR SCHOOL OF SOCIAL WORK
BOARD OF ADVOCATES
REPORT FROM THE DEAN
SEPTEMBER 27-28, 2012**

Last year was another amazing year in the Baylor School of Social Work. I have enclosed our Annual Report, as well as our stated goals for this year. Please review this report for a bird's eye view of all that happened during the year. Feel free to bring your notes, comments, and questions for our discussion.

The following report gives you a look at the students in our academic programs this fall, and an introduction to the newest faculty and staff in our midst, and an overview of our development priorities.

ACADEMIC PROGRAMS

This fall, a total of 69 new students enrolled in the MSW program: 27 in the standard, two year program; 32 in the advanced standing, 10-month program; and 10 in one of our dual degree programs with the seminary (Mdiv/MSW & MTS/MSW). The total number of students in the MSW program is 122. This compares with the fall 2011 numbers of 67 new students and a total of 119 students.

This summer, 6 new international students joined our 3 other international students currently studying in our MSW program. These 9 students represent 8 countries around the world (Mexico, Uganda, Philippines, South Korea, India, Kenya, United Kingdom, and China). Five Global Mission Leadership students completed their degrees in August 2012 and have returned or are returning soon to their home countries: Joshua Tan and Soo Han Yeoh to Malaysia, Sambo Klauth and Sovanarra Moch to Cambodia, and Nu Sung to Myanmar. These graduates are engaging social issues that plague their nations, such as human trafficking, economic poverty, and lack of social services. Each graduate is currently moving forward with their intent to engage the challenges and strengths of their nations with their graduate social work degree.

In the BSW program this fall, an estimated total of 154 students are enrolled: 83 pre-social work students and 71 admitted social work majors. This compares to Fall 2011 numbers of 77 pre-social work and 82 admitted social work majors. A total of 43 students graduated from the BSW program during the last academic year.

PERSONNEL

We have one new lecturer in the school and four yearly lecturers joining us this fall.

How Faculty Personnel Works

For those not acquainted with the ways of academia, here is a brief explanation faculty appointments and classifications.

Yearly and Permanent: A “yearly” position is a one-year appointment that can be renewed once. When we have a resignation during the year, we spend the next academic year conducting an annual search for a replacement faculty member. During that year, we hire a yearly lecturer to help us with teaching responsibilities. A yearly appointment is a great way to bring practitioners into the classroom for a year and to give opportunity for newly minted Ph.D.s to begin teaching without the pressures of research and scholarship expectations. Yearly lecturers are also eligible to apply for the “permanent” faculty positions, either lecturer or tenure-track positions. The term “permanent” applies to the faculty line, and not necessarily the person hired into that line! University policy requires us to conduct a rigorous national search for the best candidates for the ongoing appointment, and not just consider lecturers already on our faculty.

Lecturers and Tenure-Track Faculty: All faculty members in our school must have MSW degrees, and tenure-track faculty must have Ph.D.s. “Lecturers” are primarily engaged in teaching; they normally teach 24 academic hours during the year (4 courses of 3 hours each during each semester, or 12 clock hours weekly). When they choose to engage in research activities, we do our best to give them a reduced teaching load to allow them to do so, but research is not an expectation for lecturers. “Tenure-track” faculty members normally teach 15 academic hours per year rather (5 courses during the year instead of the 8 taught by lecturers). Their remaining workload is devoted to scholarship and research. Tenure-track faculty members must show significant scholarly productivity over time, with a trajectory of continued productivity, in order to be granted tenure, which usually occurs in their seventh year.

New Faculty August 2012

Ms. Flor Avellaneda, Yearly Lecturer. MSW, Baylor University. Most recently, Ms. Avellaneda served as Executive Director of Avance, Waco, TX.

Dr. Elizabeth Goatley, Lecturer. Ph.D., Clark Atlanta University, Whitney M. Young Jr., School of Social Work, Atlanta, GA. M.S.S.W., University of Louisville, Louisville, KY. Dr. Goatley finished her Ph.D. this summer; she served as the Commercially Exploited Children Unit Program Director of the Sandy Springs Police Department, Atlanta, GA.

Dr. Ratonía Runnels, Yearly Lecturer and Post-doctoral Fellow. M.S.S.W. and Ph.D., University of Texas at Austin. Dr. Runnels served as a research assistant with Dr. Rowena Fong on projects addressing American health care, understanding disproportionality in urban areas, and the Women Rising project.

Ms. Jennifer Smyer Dickey, Yearly Lecturer. MSW, Baylor University. Ms. Dickey has been serving as Director of the Global Mission Leadership Program here in the School of Social Work, funded by a grant. Beginning this year, she will serve as faculty.

New Staff Since April

Ms. Angela Funai, Research Coordinator, Gerontology Initiative. Angela came to us from University Development, where she served as Director of Foundation and Corporate Development.

Mr. Nick Miller, Student and Alumni Services Coordinator. Nick worked in the School as a Student Worker while a student at Baylor. He graduated with a degree in Business Management in May 2012.

Ms. Susanne Sellers, Graduate Admissions Coordinator. Susanne came to us from the Dawson Institute of Church-State Studies, where she served as Office Manager.

Faculty Search

We will be conducting three national searches, two for tenure-track positions and one a permanent lecturer position. We will wait until academic year 2014 to conduct the search for the Global Mission Leadership faculty position.

SURVEY OF RECENT GRADUATES

Every April we conduct a survey of our graduating students. In 2012, 34 of our 37 (92%) BSW graduates and 48 of our 57 (84%) MSW students completed the survey. Overall, the graduates rated their programs very highly in the extent to which they felt ready to assume professional roles. For example, using a 10 point scale they average a “9” in the ability to practice competently as they take on professional role.

Comments

When asked how curriculum could be improved, some recurring suggestions from BSW graduates included the capstone program and making its requirements more manageable, placing the Economics course earlier in the program, and making the readings more in depth or specific as well as holding students more accountable to completing the reading assignments. The issue MSW graduates commented on most was the research course, where they asked for some changes.

The students provided us with pages of comments, both constructive criticism and much praise. I have rather randomly selected two of those comments to include here:

- *I feel very prepared to be a practicing social worker! I know that I will always have a lot to learn and that I will never outgrow the importance of supervision or peer interactions. I have absolutely loved my time in the school and feel so supported and affirmed by the faculty and staff. They have not only taught me extremely well and I feel that I have grown as a person, but that they are so invested and care so much for us!*
- *This program is amazing. You take people who care about others and turn them into professionals. The SSW helps guide and direct and develop people into leaders and people of excellence. This program has been extremely meaningful to me and my personal and professional life experience.*

School Debt

Sixty-one percent of Social Work graduates (18 BSW/32 MSW), who responded to the survey, worked at a paying job while going through the program. Of those who had a job while going through the social work program, most worked part-time with 44% working 10-19 hours, and another 28% working 0-9 hours per week.

Thirty-eight percent of graduates had no school-related debt at graduation. Of those who had no debt, 61% were BSW graduates. Nine percent had \$10,000 or less in school-related debt, 34% had between \$10,001 and \$40,000 in debt, and 14% had \$40,001 to \$75,000 in debt at graduation. Another 5% had \$95,001-\$105,000 in debt at graduation.

The fact that almost half (47%) of our students report leaving Baylor with less than \$10,000 in debt speaks to the commitment of our donors to helping students receive a Baylor education. At the same time, I am most concerned that 19%, or almost 1 in 5, of our alumni are leaving here with more than \$40,000 in debt, or more than they are likely to make as income during their first year after graduation.

DEVELOPMENT PRIORITIES

Given the realities of student need, raising support for students continues to be our highest fundraising priority. The following are the avenues by which we are pursuing this priority: general endowment of the school, individual endowed scholarships, annual gifts, and organizational partnerships.

Endowing the School. General endowment generates income for the school to be used at the discretion of the school's leadership, including the funding of student scholarships. Current general endowment: \$2,740,732.

Endowing Scholarships. Individuals, families, and organizations have given \$555,445 this year alone in endowment scholarships funds totaling \$3.6 million at the end of the 2012 academic year. Many of these funds have come from current and former members of the Board of Advocates.

Annual Gifts. We also receive annual gifts that are spent for scholarships. Several congregations and individuals have provided gifts that we have used to support current students rather than investing the gift in endowment.

Excellence Fund. Annual undesignated gifts typically range from \$10 to \$5000 and come from alumni and friends, with many of our faculty and staff giving through payroll deduction. This fund is the lifeblood of the school. We use it for my travel to visit potential donors, to help students go home when there is a family emergency, to send international students home for Christmas, and to buy a piece of classroom equipment when something goes up in smoke. At the end of the fiscal year, I save a little nest egg to get us started for the new year and put what I can into the endowed fund.

Partnerships. We are enjoying a new partnership with Compassion International that is funding Baylor graduate students in the Global Mission Leadership Initiative who were themselves children supported by Compassion and who now are preparing to be leaders in this international organization. Baylor University School of Social Work and Denver Seminary are the only two schools where Compassion sends their future staff. We hope our partnership will be a model for partnership with other Christian social service organizations as well.

SUMMARY

I have given you much to read, between this report and the annual report. But then, much is happening! Please bring your questions, comments, and musings from these reports with you to the meeting for discussion. We really need your input about what we are doing, what we are not doing, and the direction we are setting for ourselves.

Diana Garland, Dean

Enclosures:

AY 2012 Annual Report of the School of Social Work