

National Association of Deans and Directors of Schools of Social Work

Spring 2019 Salary Survey

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Summary Data of Respondents (Deans, Directors, and Chairs of NADD membership)
N=111

Participants by Position Title (n=90)

Dean	35.6%
Director	28.9%
Chair	26.7%
Acting/Interim Dean	1.1%
Acting/Interim Director	3.3%
Acting/Interim Chair	1.1%
Coordinator	1.1%
Other	2.2%

Gender (n=90)

Female	57.8%
Male	41.1%
Prefer not to answer	1.1%

Race/Ethnicity (n=89)

Black or African American	11.2%
Asian	5.6%
Latino/Latina	5.6%
American Indian or Alaska Native	0%
White	75.3%
Native Hawaiian or Other Pacific Islander	1.1%
Other	1.1%

Rank (n=88)

Professor	72.7%
Associate Professor	26.1%
Other	1.1%

Tenure Status (n=88)

Tenured	94.3%
In Tenure Track, Not Tenured	3.4%
Non-Tenure Track	2.3%

Years as Dean/Director (n=87, 85)

	Current Position	Total Years Academic Administration
All	4.84 (SD=4.75)	11.03 (SD=8.59)
Dean	5.06 (SD=4.66)	12.76 (SD=9.40)
Director	5.15 (SD=4.10)	12.36 (SD=8.88)
Chair	5.16 (SD=5.94)	8.01 (SD=5.28)
Coordinator	4.00 (N/A)	17.00 (N/A)
Acting/Interim Dean	0.50 (N/A)	4.00 (N/A)
Acting/Interim Director	0.83 (SD=0.14)	4.67 (SD=5.51)
Acting/Interim Chair	0.75 (N/A)	5.75 (N/A)
Other	4.75 (SD=1.77)	19.25 (SD=22.27)

Percent who hold Endowed/Honorific Dean/Chair/Professor Position (n=88, 83)

Endowed Position	13.6%
Honorific Dean/Chair/Professor Position	6.0%

Percent who hold Endowed Position by Institution Type (n=12)

Public Institution	58.3%
Private Institution	41.7%

Current Salary (n=26)

Average	\$134,875 (SD=71,745)
Range	\$64,000-\$400,000

Host Institution's Structure (n=102)

Private For Profit	0.0%
Private Not for Profit-Non-Denominational	15.7%
Private Not for Profit-Denominational	14.7%
Public	69.6%

Social Work Program Autonomy Status (n=102)

Freestanding	35.3%
Non-Freestanding	64.7%

Academic Programs Offered in School/College (n=111)

BSW + MSW	54	48.6%
BSW + MSW + PhD/DSW	27	24.3%
MSW + PhD/DSW	14	12.6%
MSW only	9	8.1%
Other MA/MS	4	3.6%
Other BA/BS	4	3.6%

Total Students in Host Institution (n=106)

< 5,000	11.3%
5,000-9,000	11.3%
10,000-19,999	28.3%
20,000-29,999	21.7%
30,000-39,999	14.2%
40,000-49,999	6.6%
>50,000	6.6%

Students in Program

	Average Total Students	Range
BSW (n=80)	207.18	8-775
MSW (n=105)	306.91	27-1,800
PhD/DSW (n=42)	29.79	1-65
Other MA/MS (n=4)	48.00	25-60
Other BA/BS (n=4)	127.50	70-200

Demographic Details of Deans, Directors, & Chairs

Gender by Position Title (n=90)

	Dean	Director	Chair	Interim	Other	Response Total
Female	65.6%	42.3%	45.8%	40.0%	100.0%	57.8%
Male	34.3%	57.7%	50.0%	60.0%	0.0%	41.1%

Gender by Tenure Status (n=88)

	Tenured	Tenure Track, non-tenured	Non-Tenure Track	Response Total
Female	60.2%	0.0%	50%	58.0%
Male	39.8%	66.7%	50%	40.9%

Race/Ethnicity by Position Title (n=89)

	Dean	Director	Chair	Interim	Other	Response Total
Asian	6.4%	0.0%	12.5%	0.0%	0.0%	5.6%
Black or African American	9.7%	15.3%	4.2%	20.0%	33.3%	11.2%
Latino/Latina	9.7%	3.8%	0.0%	20.0%	0.0%	5.6%
Native Hawaiian or Other Pacific Islander	3.2%	0.0%	0.0%	0.0%	0.0%	1.1%
White	71.0%	77.0%	83.3%	60.0%	66.6%	73.3%
Other	0.0%	3.8%	0.0%	0.0%	0.0%	1.1%

Tenure Status by Position Title (n=88)

	Dean	Director	Chair	Interim	Other	Response Total
Tenured	100.0%	92.0%	87.5%	100.0%	100.0%	94.3%
In Tenure Track, Not Tenured	0.0%	8.0%	4.2%	0.0%	0.0%	3.4%
Non-Tenure Track	0.0%	0.0%	8.3%	0.0%	0.0%	2.3%

Institutional Structure by Position Title (n=86)

	Dean	Director	Chair	Interim	Other	Response Total
Private Not for Profit – Non-Denominational	31.2%	8.3%	4.2%	0.0%	33.3%	14.1%
Private Not for Profit-Denominational	9.3%	20.8%	12.5%	0.0%	0.0%	15.2%
Public	59.3%	70.8%	83.3%	100.0%	66.7%	69.7%

Program Autonomy by Position Title (n=86)

	Dean	Director	Chair	Interim	Other	Response Total
Freestanding	100.0%	0.0%	0.0%	0.0%	0.0%	37.2%
Non-Freestanding	0.0%	100.0%	100.0%	100.0%	100.0%	62.8%

Academic Programs Offered by Position Title (n=89)

	Dean	Director	Chair	Interim	Other
BSW + MSW	9.4%	65.4%	73.9%	100.0%	100.0%
BSW + MSW + PhD/DSW	53.1%	19.2%	8.7%	0.0%	0.0%
MSW + PhD/DSW	31.2%	3.8%	4.3%	0.0%	0.0%
MSW only	6.2%	11.5%	13.0%	0.0%	0.0%

Total Students in Host Institution by Position Title (n=90)

	Dean	Director	Chair	Interim	Other	Response Total
< 5,000	12.5%	15.4%	12.5%	0.0%	0.0%	12.2%
5,000-9,000	6.2%	11.5%	16.7%	0.0%	33.3%	11.1%
10,000-19,999	21.9%	30.7%	33.3%	20.0%	33.3%	27.8%
20,000-29,999	21.9%	11.5%	20.8%	60.0%	33.3%	21.1%
30,000-39,999	21.9%	15.4%	4.2%	20.0%	0.0%	14.4%
40,000-49,999	9.4%	3.8%	12.5%	0.0%	0.0%	7.8%
>50,000	6.2%	11.5%	0.0%	0.0%	0.0%	5.5%

Dean/Director/Chair Salary Inferential Statistics

Salary by Gender

	N	Average	SD	t-statistic	df	p-value
Female	15	\$141,517	\$86,083	-0.414	23	0.362
Male	10	\$129,000	\$49,734			

Salary by Race Recoded

	N	Average	SD	t-statistic	df	p-value
Non-White	7	\$131,428	\$57,699	0.146	24	0.721
White	19	\$136,144	\$77,672			

Salary by Position Title

	N	Average	SD	F-statistic	df	p-value
Dean	8	\$200,375	\$95,606	4.66	3,22	0.011
Director	6	\$111,166	\$25,584			
Chair	11	\$104,068	\$33,844			
Interim	1	\$92,000	.			
Total	26	\$134,875	\$71,745			

Salary by Autonomy Status

	N	Average	SD	t-statistic	df	p-value
Freestanding	8	\$200,375	\$200,375	3.735	23	.004
Non-Freestanding	17	\$106,573	\$30,539			

Salary by Type of Institution

	N	Average	SD	t-statistic	df	p-value
Private	11	\$144,636	\$98,707	-0.586	24	0.076
Public	15	\$127,716	\$45,852			

Salary by Carnegie Classification

	N	Average	SD	F-statistic	df	p-value
R1	7	\$208,571	\$99,744	2.809	5,19	0.046
R2	5	\$125,350	\$28,211			
D/PU	3	\$100,666	\$42,910			
M1	4	\$94,250	\$5,560			
M2	4	\$122,750	\$37,553			
Other	2	\$93,000	\$9,899			
Total	25	\$137,710	\$71,722			

Salary by Regional Location

	N	Average	SD	F-statistic	df	p-value
Region 1	7	\$139,142	\$54,352	0.362	3,21	0.781
Region 2	7	\$148,714	\$115,248			
Region 3	8	\$139,218	\$53,977			
Region 4	3	\$95,333	\$36,896			
Total	25	\$136,590	\$72,678			

Region 1: Northeast: Division 1: New England (Connecticut; Maine; Massachusetts; New Hampshire; Rhode Island; Vermont)
Region 1: Northeast: Division 2: Middle Atlantic (New Jersey; New York; Pennsylvania)

Region 2: Midwest: Division 3: East North Central (Illinois; Indiana; Michigan; Ohio; Wisconsin) Region 2: Midwest: Division 4: West North Central: (Iowa; Kansas; Minnesota; Missouri; Nebraska; North Dakota; South Dakota)

Region 3: South: Division 5: South Atlantic (Delaware; District of Columbia; Florida; Georgia; Maryland; North Carolina; South Carolina; Virginia; West Virginia) Region 3: South: Division 6: East South Central (Alabama; Kentucky; Mississippi; Tennessee) Region 3: Division 7: West South Central: (Arkansas; Louisiana; Oklahoma; Texas)

Region 4: West: Division 8: Mountain: (Arizona; Colorado; Idaho; Montana; Nevada; New Mexico; Utah; Wyoming) Region 4: Division 9: Pacific: (Alaska; California; Hawaii; Oregon; Puerto Rico; Washington)

Salary by Total Students

	N	Average	SD	F-statistic	df	p-value
< 5,000	6	\$88,525	\$56,386	2.402	4,21	0.082
5,000 – 9,000	2	\$111,000	\$12,727			
10,000 – 19,999	9	\$103,527	\$26,920			
20,000 – 29,999	7	\$182,142	\$110,630			
30,000 – 39,000	2	\$198,500	\$68,589			
Total	26	\$129,111	\$76,352			

2019 Positions for Incoming Assistant, Associate, and Professor Positions

Base Salary Offered 2019 Positions

	N	Average (SD)	Range
Assistant Professor	26	\$66,829 (\$16,579)	\$59,000-\$85,000
Associate Professor	10	\$86,000 (\$19,949)	\$60,000-\$130,000
Professor	10	\$106,500 (\$26,982)	\$70,000-\$150,000
Non-Tenure Assistant Professor	12	\$65,833 (\$9,787)	\$45,000-\$78,000
Non-Tenure Associate Professor	4	\$85,750 (\$14,773)	\$64,000-\$95,000
Non-Tenure Professor	2	\$90,000 (\$14,142)	\$80,000-\$100,000

Base Salary Offered 2019 by Type of Institution

	Assistant Professor <i>Mean (SD)</i>	Associate Professor	Professor	Non-Tenure Assistant Professor	Non-Tenure Associate Professor	Non-Tenure Professor
Public	\$69,781 (\$7,820)	\$82,500 (\$12,485)	\$105,000 (\$25,980)	\$66,875 (\$8,935)	\$79,500 (21,920)	\$80,000 (NA)
Private	\$62,105 (\$24,925)	\$91,250 (\$29,545)	\$108,000 (\$30,943)	\$63,750 (\$12,500)	\$92,000 (\$4,242)	\$100,000 (NA)

Base Salary Offered 2019 by Autonomy Status

	Assistant Professor <i>Mean (SD)</i>	Associate Professor	Professor	Non-Tenure Assistant Professor	Non-Tenure Associate Professor	Non-Tenure Professor
Freestanding	\$73,409 (\$11,096)	\$108,333 (\$18,929)	\$130,000 (\$19,578)	\$67,666 (\$9,712)	\$92,000 (\$4,242)	\$100,000 (NA)
Non-Freestanding	\$66,666 (\$7,679)	\$76,428 (\$11,012)	\$90,833 (\$18,551)	\$65,222 (\$410,317)	\$79,500 (\$21,920)	\$80,000 (NA)

Note: SD=NA when n=1

Base Salary Offered 2017 by Carnegie Classification

	Assistant Professor	Associate Professor	Professor	Non-Tenure Assistant Professor	Non-Tenure Associate Professor	Non-Tenure Professor
R1	\$74,687 (\$7,554)	\$95,000 (\$21,794)	\$119,000 (\$27,928)	\$67,750 (\$6,849)	\$92,000 (\$4,242)	\$100,000 (NA)
R2	\$53,764 (\$37,033)	\$86,000 (NA)	NA	NA	\$95,000 (NA)	NA
D/PU	\$70,500 (\$707)	NA	NA	\$67,500 (\$3,535)	NA	NA
M1	\$62,750 (\$6,075)	NA	NA	\$57,000 (NA)	NA	NA
M2	\$63,600 (\$14,467)	\$73,000 (\$19,157)	\$95,000 (\$24,832)	\$64,250 (\$16,070)	\$64,000 (NA)	\$80,000 (NA)
Other	\$71,666 (\$2,886)	\$80,000 (NA)	\$90,000 (NA)	\$70,000 (NA)	NA	NA

Note: cells with NA indicate n=0 and cells with (NA) indicate n=1

Recruitment Package Components Offered by Universities

Start-up Funds (n=88)	67%
Graduate Research Assistant (n=90)	61%
Travel Support (n=92)	97%
Reduced Teaching Load first 1-2 years (n=93)	74%
Moving Expenses Provided (n=90)	81%
Contacts to Local Realtor/Real Estate Information (n=85)	68%
Institution has Spousal/Partner Hire Policies (n=87)	34%

Recruitment Packages by Carnegie Classification

	Start-up Funds	Graduate Research Assistant	Travel Support	Reduced Teaching	Moving Expenses	Real Estate Info	Partner Hire Policies
R1	100.0%	75.0%	97.0%	100.0%	100.0%	79.4%	52.9%
R2	62.5%	62.5%	93.8%	76.5%	81.2%	84.6%	28.6%
D/PU	50.0%	66.7%	91.7%	58.3%	90.9%	63.6%	18.2%
M1	40%	63.6%	100.0%	45.4%	72.7%	50.0%	27.3%
M2	27.3%	9.1%	100.0%	50.0%	50.0%	60.0%	20.0%
M3	0.0%	50%	100.0%	0.0%	50.0%	50.0%	0.0%
Other	75%	50%	100.0%	75%	25%	33.3%	0.0%

Recruitment Packages by Autonomy Status

	Start-up Funds	Graduate Research Assistant	Travel Support	Reduced Teaching	Moving Expenses	Real Estate Info	Partner Hire Policies
Freestanding	84.4%	64.5%	93.9%	90.9%	93.9%	81.2%	42.4%
Non-Freestanding	56.6%	58.1%	98.2%	66.1%	75.5%	59.2%	30.0%

Recruitment Packages by Type of Institution

	Start-up Funds	Graduate Research Assistant	Travel Support	Reduced Teaching	Moving Expenses	Real Estate Info	Partner Hire Policies
Private Not for Profit – Non-denominational	69.2%	66.7%	100.0%	78.6%	85.7%	58.3%	15.4%
Private Not for Profit - Denominational	20.0%	45.4%	90.9%	36.4%	90.0%	88.9%	11.1%
Public	74.2%	61.9%	96.8%	81.2%	80.6%	66.7%	42.6%

Incoming Tenure-Eligible Assistant Professor Salary Inferential Statistics

Autonomy Status

	N	Average	SD	t-statistic	df	p-value
Freestanding	11	\$73,409	\$11,096	1.707	21	0.300
Non-Freestanding	12	\$66,666	\$7,679			

Type of Institution

	N	Average	SD	t-statistic	df	p-value
Public	16	\$69,781	\$7,820	1.156	24	0.024
Private	10	\$62,105	\$24,925			

Carnegie Classification

	N	Average	SD	F-statistic	df	p-value
R1	8	\$74,687	\$7,554	1.017	5,20	0.434
R2	4	\$53,764	\$37,033			
D/PU	2	\$70,500	\$707			
M1	4	\$62,750	\$6,075			
M2	5	\$63,600	\$14,467			
Other	3	\$71,666	\$2,886			
Total	26	\$66,829	\$16,579			

Total Students

	N	Average	SD	F-statistic	df	p-value
< 5,000	4	\$70,125	\$10,036	0.997	4,21	0.431
5,000 - 9,000	2	\$63,500	\$9,192			
10,000 – 19,999	11	\$66,181	\$9,877			
20,000 – 29,999	6	\$59,343	\$29,618			
30,000 – 39,000	3	\$82,000	\$3,605			
Total	26	\$66,829	\$16,579			

Regional Location

	N	Average	SD	F-statistic	df	p-value
Region 1	8	\$73,000	\$9,971	2.414	3,19	0.098
Region 2	4	\$71,375	\$5,647			
Region 3	7	\$62,428	\$10,146			
Region 4	4	\$75,250	\$6,849			
Total	23	\$69,891	\$9,864			

Results Pertaining to the Development of a DSW Program

Percentage of MSW classes taught by faculty that have MSW as *Terminal* Degree by Carnegie Classification

	N	Average	SD
R1	26	46.78	29.35
R2	12	66.51	27.48
D/PU	8	71.94	30.26
M1	8	56.94	46.52
M2	6	38.83	26.15
M3	1	50.00	.
Other	4	39.00	40.71
Total	65	53.61	32.58

Likelihood that social work education program will develop a DSW program in the next 5 years (n=84)

For Certain	6.0%
We will consider the development of a DSW Program	20.2%
Not sure at this time	21.4%
We will not develop a DSW program in the next 5 years	52.4%