



Executive Summary for UHS Board of Regents

Program Name: Master of Social Work (MSW)

Date: November 2023

1. Congruence with System Goals and University Mission

We are confident that with this degree, our graduates will be rewardingly employed in the Houston region as well as other regions of Texas, contributing to the strength and stability of our communities in ways that will advance the University of Houston (UH) System's goals of *student success* and *community advancement*.

In line with the UH System's goal of *community advancement*, and UHD's goal of *strengthening community relations*, we aim to recruit students who represent the diversity of our community, and who have professional goals of obtaining leadership roles within the greater Houston area. The COVID-19 pandemic has exacerbated existing mental health disparities in our communities. By training a workforce of leaders that mirrors the diversity of the community, and that understands that leadership equals empowerment, we are helping to create an environment where communities can mobilize for positive change.

In promoting the UH System goal of *student success*, and UHD's goal of *helping students succeed*, our plan is to 1) retain a portion of our own students in the UH System, who may be more suited to an online program and who have completed a BSW at UHD, so that they can continue to grow with us as we support them in their life circumstances while obtaining a master's level education, and 2) attract students across the region that demonstrate academic promise but cannot join a less flexible master's program because of their schedules and responsibilities. These students will have the opportunity to learn and succeed in an environment with enriched psychosocial support to include student support groups (i.e., solidarity circles), a food and professional clothing pantry, small class sizes, a fully Open Access educational environment, one-on-one faculty mentoring, and tailored field practicum opportunities.

2. Program Description

The MSW program is like all MSW programs in that, as a CSWE-accredited program, we all comply with the standards and competencies laid out by our accrediting body. The MSW program at UHD will focus on preparing an advanced generalist social worker so that upon graduation the student is prepared to work with clients in a variety of settings. Social workers operate in school, hospital, mental health, juvenile justice settings, and more performing tasks such as case management, client advocacy, and counseling. Uniquely, the advanced generalist MSW program will use a trauma-informed lens that promotes anti-oppressive and collaborative practices to promote healing in all practice settings. This program will use the latest research on trauma and neuroscience and demonstrate its application in macro and micro practice settings. Due to COVID-19 and the long-lasting impact of this global disaster event, a trauma-informed based curriculum meets an important need in the greater-Houston, statewide, nationwide, and global community.

The curriculum will consist of 60 credit hours of coursework, including 12 credit hours to complete a mandatory field practicum. Students will complete 51 hours of required coursework and will have 9 hours (3 courses) of electives from which they can choose.

Prospective full-time students will be able to complete all coursework within 2 years in an online format including summer terms. Students who have a BSW and meet the Advanced Standing criteria may be able to complete the MSW program within one year. We are proposing an online degree because such a format will allow for greater flexibility and accessibility for working students who seek professional advancement.

As a program accredited by the Council on Social Work Education, the MSW program must subscribe to its competency-based curriculum which entails nine prescribed competencies. MSW students will gain mastery over the nine social work competencies as required by CSWE's 2022 Educational Policy and Accreditation Standards.

3. Student and Job Market Demand

The employment outlook for social work career is very strong, particularly in the greater Houston area. By 2030, the population of Houston is projected to grow by 38% (Institute for Urban Research, 2019). With this growth, the importance and relevance of professional Social Workers as experts on human and community wellbeing will increase.

The U.S. economy is projected to add 8.3 million jobs from 2021 to 2031, of which the overall employment of social workers is projected to grow 9%, which is significantly above the growth projected for other professions. Specifically, according to the U.S. Bureau of Labor Statistics, for the next decade, there will be roughly 74,700 positions open per year.

According to data from the Council on Social Work Education (2021), enrollment in MSW programs has increased. Master's programs in the country have also increased with enrollment increasing at 25.9% over the last 10 years. The number of accredited master's programs have increased 53.2% over the last 10 years to meet the growing need for professionals in social work. To meet the growing need for social workers, schools in the greater Houston area and outside have started virtual or hybrid social work programs that attract UHD social work graduates.

The UHD Bachelor of Social Work Program is growing. In fall 2020, we accepted a cohort of 90 new students in just one semester, up from an average of 45 over the previous two years. Now in Fall 2023 we have 225 enrolled majors so growth has been notable and steady. With the mean annual salary of a master's level social worker close to \$65,000, a MSW degree creates a significant advantage over the BSW degree alone, and we have had many students indicate interest in graduate opportunities at UHD.

4. Program Duplication

We considered program duplication within the UH System, the Greater Houston Region (GHR), and the State of Texas. The University of Houston's Graduate College of Social Work is the only school with a brick-and-mortar MSW program in the greater Houston area. The UT system offers 6 and Texas A&M system offers 4 in locations across Texas but outside of the GHR. There are 8 other MSW programs in Texas at Texas Tech, Angelo State, Stephen F. Austin, Tarleton State, Texas Women's University, University of North Texas, and Texas State University. The closest is at Prairie View A&M.

Per UHD's Office of Data Analytics & Institutional Research with data collected in March 2021, close to 70% of the students who graduate from the UHD BSW Program go on to complete a master's program. An MSW degree is beneficial in all fields of social work practice and required for areas of growing clinical specialization. In addition, students who have a BSW degree can receive advanced standing at the graduate level, skipping over the foundation courses and graduating as a full-time student in one year.

The MSW program at the University of Houston's GCSW is highly ranked and competitive. Students who are not accepted into UH's GCSW advanced standing program must seek options outside of the UH System to earn their MSW. In the 2020/2021 and 2021/2022 academic years, of the 76 students who attended a graduate social work program upon completion of their BSW at UHD, we were able to verify that at least 54% (n=41) went outside of the UH System to obtain their MSW. This program at UHD is an opportunity to keep more students in the UH System.

5. Faculty Resources

The UHD Master of Social Work program has six faculty members with Ph.D./DSW degrees in social work, which allows for ample coverage of a variety of graduate courses. Another faculty member has joined the program in Fall 2023 and another line has been approved for a start date in Fall 2024.

We have committed to hiring additional lines as the program grows and to support CSWE requirements; starting in the second year of the program (FY27) we anticipate two new lines for full-time faculty in Social Work, assuming enrollment projections are on target. We have also budgeted for a new field office staff line to support the practicum management for the new program in addition to releases for the faculty director.

6. State or National Need

In addition to the Bureau of Labor Statistics demand cited above, Texas has been identified as a high-need area. Of Texas' 254 counties, 248 of them (98%) are designated by the federal government as, "mental health professional shortage areas" (Simpson, 2023). Spinks, the executive director for the Texas Behavioral Health Executive Council who oversees licensing for social workers and other mental health providers, said the demand for mental health services is overwhelming the supply of mental health service providers. This mental health shortage was predicted back in 2016 by the Texas Statewide Behavioral Health Strategic Plan before COVID-19 exponentially increased the demand for mental health services (Simpson, 2023).

Our program will provide students in the Greater Houston Region access to a local program—right now, students have only one option for an MSW in the highly rated and competitive UH GSCW. This compares to a student living in the Dallas Fort Worth Metroplex area who has the option to seek a MSW degree from one of four public institutions in addition to other private options. This has led to a shortage of needed professional, master-level social workers across our County and region. We have letters from 15 community partners articulating support and need for this program, including Mental Health America of Greater Houston, the United Way Council on Recovery, and the Texas Department of Family and Protective Services. An MSW program at UHD can help to support our local communities by educating and equipping students to become skilled practitioners.

PRO FORMA FOR Planning MSW-UHD-as of June 2023

FY2026		Operating Years						
		Year 0	FY2026	FY2027	FY2028	FY2029	FY2030	
			Fall25	Fall26	Fall27	Fall28	Fall29	
Enrollments								
Cohort 1			30	27				
Cohort 2				35	32		-	
Cohort 3					40	36		
Cohort 4						40	36	
Cohort 5							50	
Cohort 6								
Total			30	62	72	76	86	
Expenses								
Faculty (9 month)	Salary	Avg % effort	Year 0	FY2026	FY2027	FY2028	FY2029	FY2030
Heather Goltz	75,000	51%		32,143	32,143	48,214	48,214	32,143
Liza Barros-Lane	75,000	51%		48,214	48,214	32,143	32,143	32,143
Dana Smith	75,000	56%		32,143	32,143	48,214	48,214	48,214
Dawn McCarty- Director	90,000	86%		77,143	77,143	77,143	77,143	77,143
Shanaz Savani	65,000	21%		13,929	13,929	13,929	13,929	13,929
Angela Goins	65,000	26%		13,929	13,929	13,929	13,929	27,857
New faculty 2	75,000	86%		-	64,286	64,286	64,286	64,286
New Faculty 3	75,000	86%		-	64,286	64,286	64,286	64,286
Adjunct Support	3,200	NA		9,600	12,800	12,800	12,800	16,000
	-	0%		-	-	-	-	-
	-	0%		-	-	-	-	-
	598,200	463%	-	227,100	358,871	374,943	374,943	376,000
Faculty FTE				2.3	3.6	3.7	3.7	3.9
Staff (12 month)								
Faculty Director Releases (2 fall, 2 spring)	12,800	50%		6,400	6,400	6,528	6,528	6,659
Field Office Staff (new)	50,000	100%		50,000	50,000	51,000	51,000	52,020
Subtotal	62,800		-	56,400	56,400	57,528	57,528	58,679
Staff FTE				0.24	0.24	0.24	0.24	0.24
Total Salaries			-	283,500	415,271	432,471	432,471	434,679
Benefits @ 28%			-	79,380	116,276	121,092	121,092	121,710
Total Personnel			-	362,880	531,547	553,563	553,563	556,389
Non-Personnel								
Marketing/Recruiting				3,000	3,000	3,000	3,000	2,000
Scholarships and Tuition Assistance					-	2,000	2,000	2,000
Annual maintenance & operations				5,000	5,000	5,000	5,000	2,000
Library and Information Technology				4,000	4,000	4,000	4,000	4,000
Accreditation				15,000	5,000	5,000	2,500	2,500
Facilities					-	-	-	-
Laboratory and software					-	-	-	-
Other: faculty development				-	3,000	3,000	1,000	1,000
Total Non-Personnel			-	30,000	20,000	22,000	17,500	13,500
Allocated to university operations	30%			100,811	208,343	282,371	297,492	345,863
Total Annual Expense			\$ -	\$ 493,691	\$ 759,891	\$ 857,933	\$ 868,555	\$ 915,751
Revenue								
Formula Funding Generated				-	-	223,747	223,747	302,219
Statutory Tuition Applied to Formula				-	-	(83,400)	(83,400)	(112,650)
Subtotal: State General Revenue				-	-	140,347	140,347	189,569
UHD Tuition and Fees				372,150	769,110	886,958	942,780	1,066,830
Allocated to set aside per student				(36,113)	(74,633)	(86,068)	(91,485)	(103,523)
Total Revenue from Enrollment				336,038	694,478	941,236	991,642	1,152,876
Philanthropy and other External Revenue				-	-	-	-	-
Net Revenue				336,038	694,478	941,236	991,642	1,152,876
Net Annual Gain/(Loss)			-	\$ (157,654)	\$ (65,413)	\$ 83,302	\$ 123,086	\$ 237,125
Cumulative Gain/(Loss)			-	\$ (157,654)	\$ (223,067)	\$ (139,764)	\$ (16,678)	\$ 220,447

Campus Signoff _____ Date: _____
 Daniel Chang, Program Director, Office of the Provost Signature: _____ Date: _____
 Vivianne Do, Executive Director, Office of the Provost Signature: _____ Date: _____