Myron B. Thompson School of Social Work

This is a status update of prioritization actions identified in December 2009. As a function of this update, we are reassessing our priorities and cost effectiveness and are considering plans for the future.

**Personnel**
- Filling of two (2) vacant tenure track positions have been delayed until August 1, 2010.

  **Update:**

  Personnel priorities were critical to the achievement of reaccreditation in 2010. With retirements and resignations in 2010, the School had five vacant positions rather than two. To date, four tenure track positions have been filled and the School hopes to fill the remaining vacant tenure track position in 2011. Cost savings were accrued due to the time differential between vacancy and hire.

  1. Vacant since summer 2009, two tenure track positions were filled in August 2010.
  2. Retirement of one tenured faculty member in December 2009 resulted in another hire in August 2010.
  3. Resignations of two tenure track faculty in summer 2010 resulted in another hire in August 2010. The School hopes to fill the one remaining vacant tenure track position by August 2011.

**Efficiency Efforts**
- The distance education and Mānoa program student services, admissions, and scheduling were integrated together to pool administrative resources.

  **Update:**

  In 2010, support services for our MSW students in our distance education delivery option (DE; neighbor island students) and our Mānoa program were consolidated. Previously, DE personnel managed the student services component for their neighbor island residents. Student services, including admissions and scheduling, are now consolidated for the approximately 50 DE students and 160 Mānoa MSW students.

  DE, funded by federal funds, provides partial support for three persons who are based at Mānoa and provides student services to both DE and Mānoa students, with a combined salary savings of approximately 10%.

- Courses that required lecturers were moved to Outreach College eliminating lecturer costs from the School’s operating budget.
Update:

Generally, the School retains lecturers to teach required courses from its operating budget. However, the priority emerged to move courses to Outreach College in order to save money on lecturer fees, and in some cases, accrue money. However, issues inherent in moving courses taught by lecturers to Outreach College, such as very low enrollments, the risk to student scholarships, and the inconvenience for students registering at both Outreach College and UHM, precludes a full positive assessment of this priority. Despite these issues, the effort to increase efficiency in instruction by utilizing Outreach College did generate cost savings.

1. Spring 2010: Eleven required social work courses, and five elective social work courses, were provided through Outreach College.
2. Fall 2010: No required social work courses were taught at Outreach College due to the problems indicated earlier. However, two elective social work courses were offered.

Program Changes
- Enrollment caps in social work bachelor and masters course were raised by five (5) students per course to reduce the number of courses offered and limiting the need for lecturers.

Update:

The increase in enrollment caps in bachelor and masters courses by five students per section did yield some level of success in reducing the number of sections of courses in both programs, but there were several issues that preclude the full success of this priority. For example, for select courses in both the BSW and MSW Programs, the School is held to standards of instructional ratios of faculty-student by the Council on Social Work Education, our accrediting body. Even with such issues, there was cost savings based on reduced sections of courses overall.

1. BSW Program: Generally, the BSW Program has offered two sections of most courses. With the increase in enrollment caps, the Program was able to temporarily reduce most courses to one section. However, in Spring-Fall 2010, due to higher enrollments or writing intensive requirements, five of the nine required courses had two sections rather than one. Four courses were maintained with one section.
2. MSW Program: For the MSW Program, enrollment caps and other factors have contributed to a reduction in the number of sections of required courses. Generally, in Spring-Fall 2010, most of the 18 required courses have 2-3 sections, with a benefit of savings of three sections in Spring and two sections in Fall.

- BSW program admissions were limited to one cohort of students reducing the number of courses to be taught and reduced the need for lecturers.

Update:

As indicated in the previous response, there was a slight increase in BSW program admissions in 2010-2011 requiring additional sections of courses to be taught. Additional costs have been minimized with the support of a Peer Advisor who assists with pre-BSW academic advising and is paid through a special project grant.