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Megan Fujita,
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Council on Social Work Education
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As per your letter of March 7, 2016 to President Bradley, we offer this response to the concern expressed regarding Accreditation Standard 3.3.2.

Accreditation Standard 3.3.2: The program discusses how faculty size is commensurate with the number and type of curricular offerings in class and field; class size; number of students; and the faculty's teaching, scholarly, and service responsibilities. To carry out the ongoing functions of the program, the full-time equivalent faculty-to-student ratio is usually 1 :25 for baccalaureate programs.

At the end of the Spring 2016 term we had four tenured faculty, two tenure-track faculty, one full-time multi-year faculty member, one full-time one-year faculty member, and one FTE of adjuncts. At, or prior to the beginning of the Fall term we had one resignation and one negotiated sabbatical-in-anticipation-of-resignation. Both of those faculty had PhDs. We filled in with PT Temporary faculty and a series of compensated overloads.

We have authorization to hire two PhDs into assistant professor positions. The committee has been formed, the advertising drafted, and by the end of this week we anticipate the position will be approved by the administration for dissemination nationwide. Assuming success, that will leave us (in the Fall of 2017) with this complement of faculty: two tenured faculty, one faculty member in her last pre-tenure year (ABD on her PhD or complete), one faculty member in her penultimate pre-tenure year (PhD), two new PhD holding assistant professors, two full-time multi-year faculty (neither with PhDs but both working toward them), and one FTE of part-time temporary faculty.

Concerns Expressed in March 7 2016 Letter:

The program provided an updated faculty-to-student ratio. However, the program did not clarify how faculty size is commensurate with the number and type of curricular offerings in class and field; class size; number of students; and the faculty's teaching, scholarly, and service responsibilities.

The program is asked to address how the faculty size in the baccalaureate program is adequate to carry out the ongoing functions of the program. The program is also asked to clarify how faculty size is commensurate with the number and type of curricular offerings in class and field; class size; number of students; and the faculty's teaching, scholarly, and service responsibilities.

There will be six faculty devoted (more than 50%) to the MSW program (four or more with PhDs) and three faculty (two full-time and one FTE of adjuncts) devoted entirely to the BSW program. In net, there will be four (FTE) faculty devoted to the BSW (the three plus one FTE of the non-MSW teaching of the MSW faculty).

We have a total of 73 BSW students. Those students are counted as admitted students to the major. This occurs in March of the Sophomore year for a four semester sequence of courses (that presumes adequate progress in Foundational Studies and 28 credit hours of lower-level SOWK courses and cognates.) A different calculation, used by the administration tracks all credit hours produced by the department without regard to whether the students are majors. That measure places our combined undergraduate and graduate FTE students per FTE faculty members (with only 7.2 FTE faculty) at close to 14.57. If we maintain the same number of credit hours with 9 FTE faculty, this measure will have us at 11.03 FTE students per FTE faculty member. However we measure it, our calculations see us as being well within the restriction of 25-to-1 students-to-faculty.

Indiana State University's Handbook defines a tenured/tenure track faculty member's load as 12 credit hours. It further defines a multi-year full-time faculty member's load at 15 credit hours. The former have service and scholarship expectations that are evaluated regularly (every year for tenure-track faculty and biennially for tenured faculty.) The latter have no scholarship expectations but do have modest service expectations.

At this level of staffing we can cap field seminars at 15 per section, practice courses at 25 and are able to teach all other didactic lecture courses in sections with caps of 50 to 60.

Feel free to email or call for further information or clarification.

Sincerely,



Robert Guell