Robert C. May
Telephone: (510) 987-0711
Email: robert.may@ucop.edu

Chair of the Assembly of the Academic Senate
Faculty Representative to the Regents
University of California
1111 Franklin Street, 12th Floor
Oakland, California 94607-5200

April 11, 2018

MICHAEL T. BROWN
PROVOST AND EXECUTIVE VICE PRESIDENT
UNIVERSITY OF CALIFORNIA

Re: Assembly approval of Flexible Master of Social Welfare ("Flex-MSW") at UC Berkeley

Dear Michael,

At its April 10, 2019 meeting, the Assembly of the Academic Senate accepted CCGA's recommendation to allow the UC Berkeley campus to establish a new Flexible Master of Social Welfare ("Flex-MSW") degree program on that campus.

Because this is a new degree title, Assembly approval is required under Senate Bylaw 116.C, which directs the Assembly to "consider for approval proposals for the establishment of new graduate degrees received from the Coordinating Committee on Graduate Affairs and requiring approval by the President."

I am enclosing CCGA's report on its review of the new program, and respectfully request that your office complete the process of obtaining the President's approval.

Please do not hesitate to contact me if you have additional questions.

Sincerely,

Robert C. May, Chair
Academic Council

cc: Academic Council
         Senate Directors

COORDINATING COMMITTEE ON GRADUATE AFFAIRS (CCGA)
Onyebuchi A. Arah, Chair
arah@ucla.edu

ACADEMIC SENATE
University of California
1111 Franklin Street, 12th Floor
Oakland, California 94607-5200

March 25, 2019

ACADEMIC SENATE CHAIR ROBERT MAY

Dear Robert,

At its March 6 meeting, the Coordinating Committee on Graduate Affairs (CCGA) voted 9-0-1 to approve a new Flexible Master of Social Welfare ("Flex-MSW") self-supporting graduate degree program on the Berkeley campus.

The Berkeley division proposes using this Flex-MSW degree program to supplement their existing state-assisted professional Master of Social Welfare (MSW) degree program and attend to audiences not currently reached by the traditional MSW program. The Flex-MSW will specifically target qualified working professionals and otherwise qualified students who cannot attend a full-time professional degree program due to employment, family caregiving, or other obligations. The new program aims to address a critical and growing shortage of professional social workers in California and nationwide by increasing the size of Berkeley Social Welfare graduate student population and train more social workers at the master's level.

The Flex-MSW will have two-tracks with courses offered taught by a mix of faculty members that will generally mirror the mix of faculty in its current state-assisted MSW program. Berkeley Social Welfare is a fully accredited program that is already permitted to offer the MSW degree in different tracks, including advanced standing and part-time ones. All courses for the Flex-MSW already exist as approved courses. To accommodate increased enrollment of Flex-MSW students and additional class sections needed to offer alternative timing of courses, the School plans to hire up to 4.0 FTEs (non-Senate practice faculty) to teach additional sections of some courses and field seminars. Berkeley expects that the new program will have limited impact on the existing state-assisted program.

The proposal was reviewed by two experts in the field. The lower than usual number was because CCGA determined that the academic aspects of the program were not that different from the existing MSW program. Both external reviewers were very positive about the program and recommended approval. Concerns raised about tuition/costs have been adequately addressed by the proposing team from UCB. CCGA, therefore, recommends approval of the proposal.

As you know, CCGA's approval is the last stop of the Academic Senate side of the Systemwide review and approval process except when the new degree title must be approved by the President, under delegated authority from The Board of Regents. I submit this for your review and have enclosed the proposer's response. Please do not hesitate to contact me if you have further questions regarding the proposal.

Sincerely,

Onyebuchi A. Arah
Chair, Coordinating Committee on Graduate Affairs (CCGA)

cc: Kum-Kum Bhavnani Academic Council Vice Chair
        CCGA Members
        Hilary Baxter, Academic Senate Executive Director
        Jocelyn Banaria, Academic Senate Assistant Director
        Chris Procello, Academic Planning and Research Analyst
        Fiona M. Doyle, UCB Graduate Dean
        Andrea Greenrush, UCB Senate Executive Director
        Sumei Quiggle, UCB Senate Associate Director
        Sumali Tuchrello, UCB Senate Analyst

Enclosures (1)

March 5, 2019

To: Coordinating Committee on Graduate Affairs (CCGA)
From: Ramesh Balasubramaniam, Lead Reviewer

Proposal for a Self-Supporting Graduate Professional Program for the Flexible Master of Social Welfare ("Flex-MSW") Degree

In this report, I summarize my reading of the proposal. This was written after consultation with two external reviewers whose comments were shared with the proposers who were given an opportunity to respond to the concerns raised. The reviewer comments were largely positive, if not laudatory. I am satisfied with the way the program has addressed the concerns raised by the reviewers and responded to the reviewers. My recommendation is to approve the regular offering of the proposal.

Introduction

Berkeley Social Welfare aims to address a critical and growing shortage of professional social workers, in California and nationwide, by increasing the size of their graduate student population in order to train more social workers at the master's level. They propose supplementing the existing, state-assisted professional Master of Social Welfare (MSW) degree program with a self- supporting Flexible MSW ("Flex-MSW") degree program specifically targeted to audiences not previously reached through our traditional MSW program. These include qualified working professionals, and otherwise qualified students who cannot attend a full-time professional degree program due to employment, family caregiving, or other obligations. **The Flex MSW is not a new degree.** Berkeley Social Welfare currently offers a state-assisted professional MSW program, fully accredited and delivered in a traditional two-year, full-time format. The MSW is considered the terminal professional degree for social work and the field of social welfare. Educational policies and accreditation standards for the MSW are governed by the Council on Social Work Education (CSWE), the sole accrediting body for social work education in the United States. Under these policies and standards, traditional MSW degree programs commonly require the general equivalent of two years of matriculation and study, inclusive of foundational and specialized coursework, and field education (primarily agency- based field placement practicums) for students. The current Berkeley MSW requires a minimum total of 54 units, including 25 units of field education.

Need for the program

1. Evidence of **continuing and increasing nationwide demand for social work majors and graduates**, students seeking admission to MSW programs with advanced standing status, and students seeking admission to part-time MSW programs.
2. **Strong support from critical employer stakeholders,** who recognize an urgent need for professionalization of the workforce.

3. Increasing access to the professional MSW by offering flexible degree tracks will subsequently **increase the pipeline of professional MSW-level social workers into leadership positions in California** state and local government and nonprofit human services agencies.
4. **Berkeley Social Welfare can increase its competitive advantage by entering the established market** through offering the high-demand professional MSW degree with approved flexible degree tracks that include part-time enrollment.
5. Social work is a growth profession in the United States, driven both by an ever-increasing demand for social work services, and a simultaneously emergent shortfall in the workforce projected to sufficiently meet this growing demand. **Opportunities for placement of graduates thus continue to be strong and continuously growing.**

Faculty

All courses offered within the two Flex-MSW tracks will be taught by a mix of faculty members that generally parallels the mix of faculty in our current state-assisted MSW program. As a fully accredited program, UCB is already permitted to offer the MSW degree in different tracks, including advanced standing and part-time. All courses for the Flex-MSW already exist as approved courses. To accommodate increased enrollment from Flex-MSW students and any additional class sections needed to offer alternative timing of courses, the School expects to hire up to 4.0 FTEs (Non-Senate practice faculty) to teach additional sections of some courses and field seminars. Impact on the existing state-assisted program is expected to be limited.

Degree requirement & enrollment plan

The unit requirement of programs is consistent with other market offerings, as per the analysis provided by the proposing team. The enrollment plan is provided below.

Academic Year	2020-21	2021-22	2022-23
Projected Advanced Standing Track Enrollment	20	25	30
Projected Extended (Part-time) Track Enrollment	10	20	30

SSP nature of the program

The UCPB report on the SSP budget seems adequate, although they raised some concerns about the differences between the state- and self-supported students. The UCPB report was shared with the proposal team at UCB and their response has been uploaded to the CCGA drive on UCOP's Share point site.

The program proposes to use the income from the SSGPDP to cover all expenses, including additional staff (such as additional field consultants, important for advising) and additional teachers. Those teaching in the SSGPDP are expected to have approximately the same mix of Senate faculty and non-senate faculty as the current MSW.

The budget includes a small percentage of return-to-aid for a few fellowships for students in the SSGPDP. These awards are said to be "in an amount consistent with average awards made to students in state-assisted programs." Fundraising is planned, which may provide more fellowship funding. The proposal also lists the other possible sources of support: employer-based financial support, long-term low-interest federal loans, possible federal and state Public Service Loan Forgiveness options.

At the current rate, the cost for four semesters of the state-assisted MSW is $46,855 for a resident and $71,345 for a non-resident. By Fall 2020 these figures will probably be higher. The cost of the Flex MSW is based on a per-unit fee of $1850 as of Fall 2020. The accelerated 12-month program will cost $49,950 and the three-year part-time program will come to a total of twice as much, $99,900. The table of costs at comparable institutions on p. 27 of the proposal shows that these are competitive rates in comparison to 5 of the 7 comparanda (U. of Washington is considerably less expensive, and Washington U. in St. Louis is somewhat less expensive).

External reviews

I had the proposal reviewed by two experts in the field. The lower than usual number was because the academic aspects of the program are not that different from the existing MSW program. Both external reviewers were very positive about the program and recommend approval. Some questions were raised about tuition/costs and they have been adequately addressed by the proposing team from UCB.

Reviewer Summary

Overall, I believe that this is a good proposal and I endorse moving forward with the approval process for the flex MSW degree at UCB.

Sincerely,

Ramesh Balasubramaniam, PhD
Professor, Cognitive & Information Sciences
University of California
Merced, CA 95343 USA
Phone: +1-209-228-2314
Web: http://www.rameshlab.com
Email: ramesh@ucmerced.edu