

Summer Salaries for BPD Directors and Field Coordinators: A Brief Study

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Abstract

On 8/26/1999, a questionnaire was distributed to the BPD listserv. Subscribers (sample n = 72) were asked to identify the type of reimbursement offered for summer-related work activities that did not include teaching. Three charts are provided.

Key Words: BSW Programs, Summer Salaries, BPD, CSWE Standards

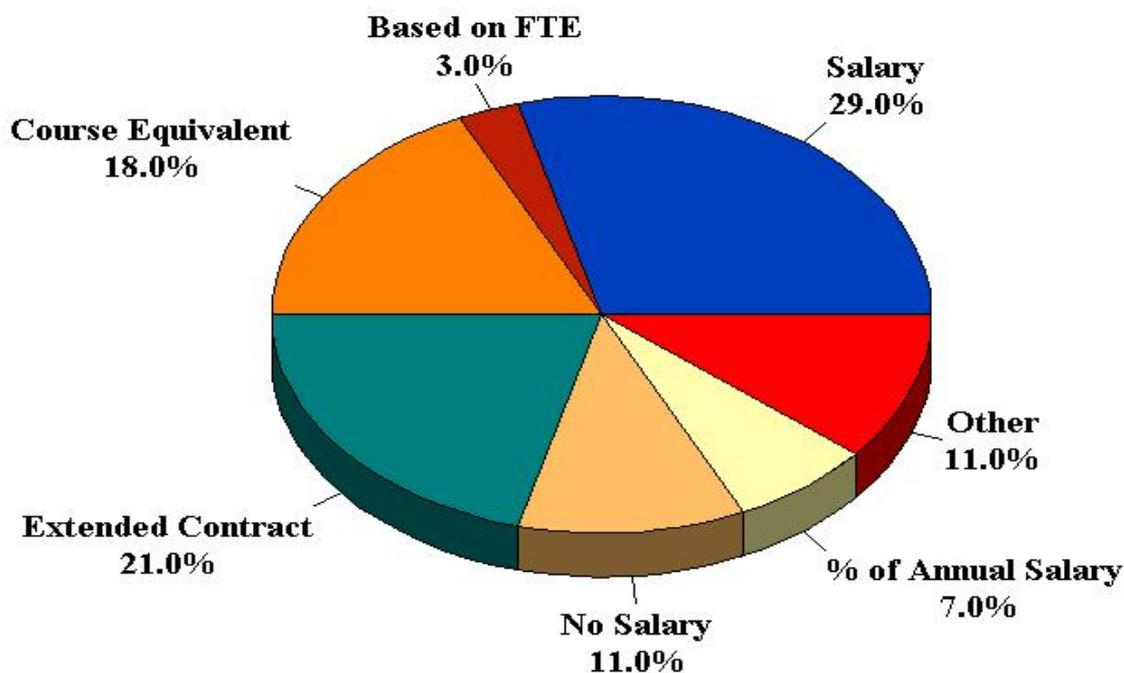
In the recent revision of the CSWE Standards, BSW Programs are required to financially compensate BSW program directors and field coordinators for summer work activities. The financial compensation is not to include teaching during the summer but rather administrative activities related to the summer needs of the program. This brief study identifies how campuses elect to provide this compensation. In addition, a contrast between Program Directors and Field Coordinators is provided.

Program Directors

Table 1 illustrates the mode of compensation for Program Directors:.

Table 1

Distribution of Summer Salaries: BSW Program Directors



Some explanation may be required:

1. "Based on FTE" means that the summer compensation is based on "Full Time Equivalent" formula of students enrolled during the preceding academic year.
2. "Salary" means that a specific summer salary is offered. The mean salary is \$3,154.80 with a range

from \$750 to \$9,580. The size of the salary appears to be based on the size of the social work program.

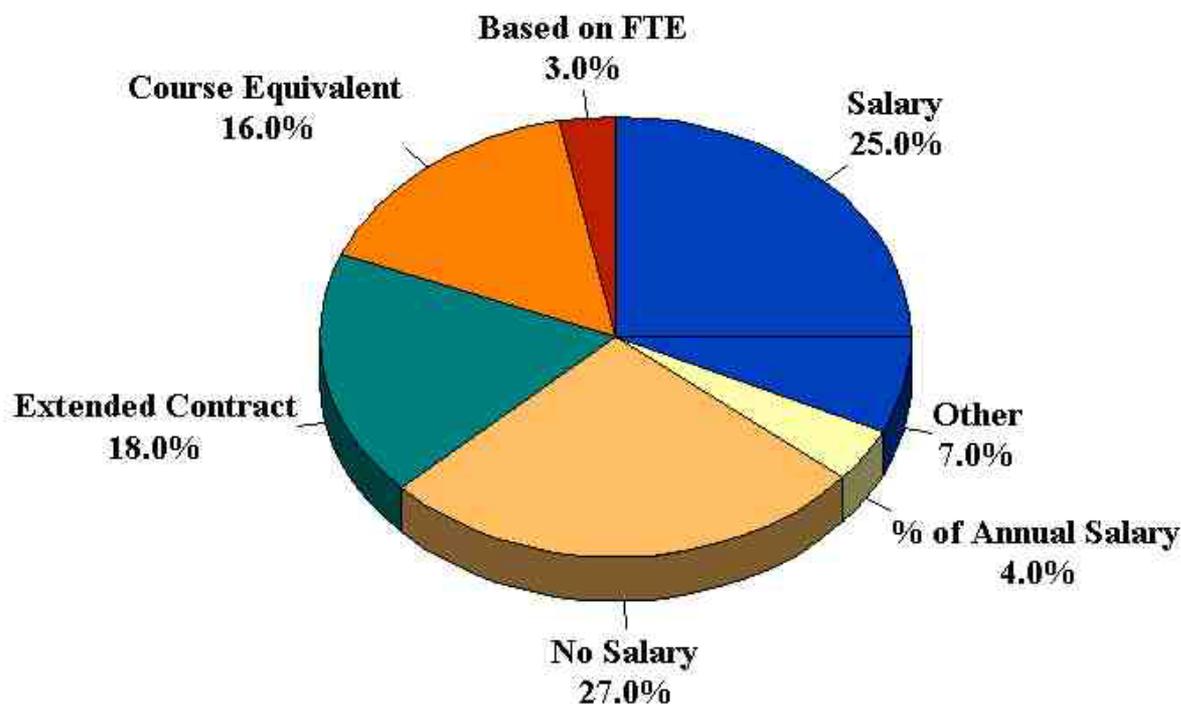
3. "Course Equivalent" means that the Director was compensated by the equivalent of teaching one course during summer school.
4. "Extended Contract" means that the Director received a contract greater than 9 months. Of this group, 71% received a 12-month contract while the remaining 29% received a 10-month contract (n = 14).
5. "No Salary" means that the program is in violation of CSWE Standards. No summer compensation is offered. Of these seven (7) programs, only one (1) has been reaccredited under the new CSWE standards.
6. "% of Annual Salary" means that the campus calculated a specific percent of the Director's annual salary. With an n = 5, the percentages include: 7.5%, 10%, 11%, 12% and 22%. The mean is equal to 11%.
7. "Other" includes all methods that are not already included in the chart. In this category, n = 6. These six alternatives are:
 1. 50% of full time salary for a period of 3-months
 2. \$100 for each 8-hour day during the summer
 3. Based on faculty rank for teaching a 1-semester hour class
 4. Based on faculty rank for teaching a 2-semester hour class
 5. Based on faculty rank for teaching a 3-semester hour class
 6. Each summer the salary must be negotiated

Field Coordinators

Table 2 illustrates the mode of compensation for Field Coordinators.

Table 2

Distribution of Summer Salaries: BSW Field Coordinators



Some explanation may be required:

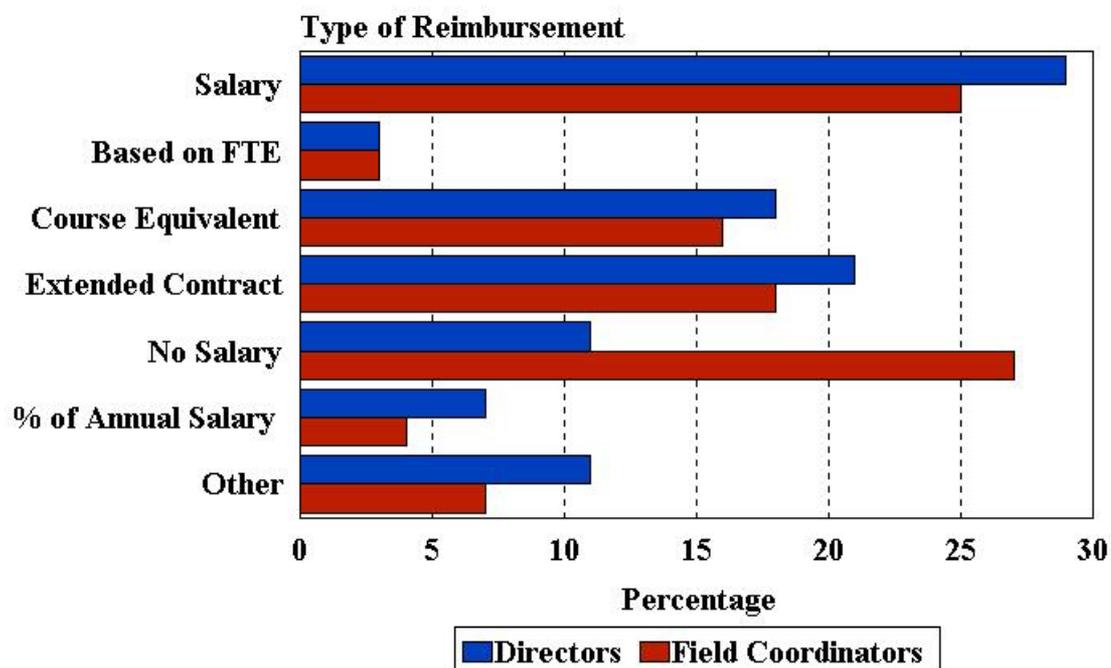
1. "Based on FTE" means that the summer compensation is based on "Full Time Equivalent" formula of students enrolled during the preceding academic year.
2. "Salary" means that a specific summer salary is offered. The mean salary is \$2,589.18 with a range from \$750 to \$6,666. The size of the salary appears to be based on the size of the social work program.
3. "Course Equivalent" means that the Field Coordinator was compensated by the equivalent of teaching one course during summer school.
4. "Extended Contract" means that the Field Coordinator received a contract greater than 9 months. Of this group, 75% received a 12-month contract, 17% received a 11-month contract, while the remaining 8% received a 10-month contract (n = 12).
5. "No Salary" means that the program is in violation of CSWE Standards. No summer compensation is offered. Of these 18 programs, only two have been reaccredited under the new CSWE standards.
6. "% of Annual Salary" means that the campus calculated a specific percent of the Field Coordinator's annual salary. With an n = 3, the percentages include: 10%, 12% and 20%. The mean is equal to 14%.
7. "Other" includes all methods that are not already included in the chart. In this category, n = 5. These five alternatives are:
 1. 50% of full time salary for a period of 3-months
 2. Based on faculty rank for teaching a 1-semester hour class
 3. Based on faculty rank for teaching a 2-semester hour class
 4. Based on faculty rank for teaching a 3-semester hour class
 5. \$300 per student enrolled in field work during the upcoming academic year

Contrasting Director's and Coordinator's Salary Compensation

The chart below is self-explanatory. There is no major difference between compensation except that Field Coordinators are much more likely not to be compensated for their work.

Table 3

Distribution of Summer Salaries: Comparing Directors with Field Coordinators



Summary

No conclusions are offered. This data was compiled to offer Program Directors insight into how others are dealing with the issue of the revised standards regarding summer salary.