Board of Accreditation (BOA)
Department of Social Work Accreditation (DOSWA)
Baccalaureate, Master's, and Practice Doctorate Social Work Program Accreditation

Candidacy Resource: Minimum Faculty Hiring Grid

Table of Contents

Baccalaureate Programs **1**
Master's Programs **4**
Practice Doctorate Programs **7**

Baccalaureate Programs

Stage	2022 EPAS
Candidacy Eligibility Application Submission	To be approved, the program must have: • Program director appointed. ○ Program director has demonstrated leadership ability through teaching, scholarship, curriculum development, administrative experience, and other academic and professional activities in the field of social work. ○ Program director has a master's social work degree from a CSWE-accredited program. ○ Each program level must identify separate program directors.[1]
Stage	**2022 EPAS**
Benchmark 1 Approval by CSWE Staff	Per AS B4.2.1, AS 4.3.4(a), and AS 4.3.5(a), to be approved the program must have: • Total of **two (2) full-time faculty** principally assigned (51% or more) to the baccalaureate program, the **program director**, and the **field education director** hired, with a start date no later than: ○ February BOA Agenda: by August 1st ○ June BOA Agenda: by November 1st ○ October BOA Agenda: by February 1st ○ Program directors must meet all qualification and credentialing standards [AS 4.3.4(a) and AS B4.3.4(b-c)].

[1] At the same institution, the baccalaureate, master's, or practice doctorate program directors may be the same person until the required start dates. Thus, the program director indicated on the eligibility application may temporarily be the same for multiple program levels. However, for staff to approve the Benchmark 1 document and the program enter Pre-candidacy, programs must document that a separate program director is formally hired, with a start date no later than the required start dates. For Benchmark 1, programs must have a program director actively working within the program per the required start dates even if students are not enrolled or the program is not fully operational.

	○ Field directors must meet all qualification and credentialing standards [AS 4.3.5(a) and AS B4.3.5(b-c)]. **Important Interpretations/Considerations:** • Each program level must identify separate program directors.[1] • The program determines the configuration of the program director, field director, administrator, faculty, and staff roles that are hired. • The program director and field director can be identified as the two required full-time faculty. • The program and field director can be on a faculty, staff, administrative, or other line. • The program director and field director can be the same individual. • The field director can be the same individual for both baccalaureate and master's levels. ○ When a field director serves both program levels, that individual can only count toward the minimum faculty requirement (AS B/M 4.2.1) for one program level.
Stage	**2022 EPAS**
Benchmark 1 Submission to BOA	Per AS B4.2.1, AS 4.3.4(a), and AS 4.3.5(a), the program must have: • Total of **two (2) full-time faculty** principally assigned (51% or more) to the baccalaureate program, the **program director**, and the **field education director hired and actively working** within the program with a start date no later than: ○ February BOA Agenda: by August 1st ○ June BOA Agenda: by November 1st ○ October BOA Agenda: by February 1st **Important Interpretations/Considerations:** • The program director and field director can be identified as the two required full-time faculty.
Stage	**2022 EPAS**
Benchmark 2 Submission to BOA	No additional faculty required unless needed to comply with the full-time equivalent faculty-to-student ratio (AS B4.2.3).
Stage	**2022 EPAS**
Initial Accreditation Eligibility Application Submission	No additional faculty required unless needed to comply with the full-time equivalent faculty-to-student ratio (AS B4.2.3).
Stage	**2022 EPAS**
Benchmark 3/Initial	No additional faculty required unless needed to comply with the full-time equivalent faculty-to-student ratio (AS B4.2.3).

Accreditation Submission to BOA	**Important Interpretations/Considerations:** • The majority of all full-time faculty must meet the credential requirements (AS B4.2.1) at this initial accreditation stage.

Master's Programs

Stage	2015 EPAS
Any	For programs currently operating under the 2015 EPAS, the BOA offers an optional temporary waiver to the accreditation standard pertaining to minimum number of full-time faculty required for master's social work programs. This waiver permits master's programs with accreditation reviews under the 2015 EPAS to operate with a minimum of four (4) full-time faculty, as permitted in the 2022 EPAS. Learn more here.
Stage	**2022 EPAS**
Candidacy Eligibility Application Submission	To be approved, the program must have: • Program director appointed. ○ Program director has demonstrated leadership ability through teaching, scholarship, curriculum development, administrative experience, and other academic and professional activities in the field of social work. ○ Program director has a master's social work degree from a CSWE-accredited program, with a doctoral degree preferred. ○ Each program level must identify separate program directors.[1]
Stage	**2022 EPAS**
Benchmark 1 Approval by CSWE Staff	Per AS M4.2.1, AS 4.3.4(a), and AS 4.3.5(a), to be approved the program must have: • Total of **two (2) full-time faculty** principally assigned (51% or more) to the master's program, the **program director**, and the **field education director** hired, with a start date no later than: ○ February BOA Agenda: by August 1st ○ June BOA Agenda: by November 1st ○ October BOA Agenda: by February 1st ○ Program directors must meet all qualification and credentialing standards [AS 4.3.4(a) and AS M4.3.4(b-c)]. ○ Field directors must meet all qualification and credentialing standards [AS 4.3.5(a) and AS M4.3.5(b-c)]. **Important Interpretations/Considerations:** • Each program level must identify separate program directors.[1] • The program determines the configuration of the program director, field director, administrator, faculty, and staff roles that are hired. • The program director and field director can be identified as the two required full-time faculty. • The program and field director can be on a faculty, staff, administrative, or other line. • The program director and field director can be the same individual. • The field director can be the same individual for both baccalaureate and master's levels.

	○ When a field director serves both program levels, that individual can only count toward the minimum faculty requirement (AS B/M 4.2.1) for one program level.
Stage	**2022 EPAS**
Benchmark 1 Submission to BOA	Per AS M4.2.1, AS 4.3.4(a), and AS 4.3.5(a), the program must have: • Total of **two (2) full-time faculty** principally assigned (51% or more) to the master's program, the **program director**, and the **field education director hired and actively working** within the program with a start date no later than: ○ February BOA Agenda: by August 1st ○ June BOA Agenda: by November 1st ○ October BOA Agenda: by February 1st **Important Interpretations/Considerations:** • The program director and field director can be identified as the two required full-time faculty.
Stage	**2022 EPAS**
Benchmark 2 Submission to BOA	Per AS M4.2.1, AS 4.3.4(a), and AS 4.3.5(a), the program must have: • Total of **three (3) full-time faculty** principally assigned (51% or more) to the master's program, the **program director**, and the **field education director actively working** within the program with a start date no later than: ○ February BOA Agenda: by August 1st ○ June BOA Agenda: by November 1st ○ October BOA Agenda: by February 1st **Important Interpretations/Considerations:** • The program director and field director can be identified as two out of three required full-time faculty.
Stage	**2022 EPAS**
Initial Accreditation Eligibility Application Submission	Per AS M4.2.1, AS 4.3.4(a), and AS 4.3.5(a), the program must have: • Total of **four (4) full-time faculty** principally assigned (51% or more) to the master's program, the **program director**, and the **field education director actively working** within the program with a start date no later than: ○ February BOA Agenda: by August 1st ○ June BOA Agenda: by November 1st ○ October BOA Agenda: by February 1st **Important Interpretations/Considerations:** • The program director and field director can be identified as two out of four required full-time faculty.
Stage	**2022 EPAS**

Benchmark 3 /Initial Accreditation submission to BOA	Per AS M4.2.1, AS 4.3.4(a), and AS 4.3.5(a), the program must have: • Total of **four (4) full-time faculty** principally assigned (51% or more) to the master's program, the **program director**, and the **field education director actively working** within the program with a start date no later than: o February BOA Agenda: by August 1st o June BOA Agenda: by November 1st o October BOA Agenda: by February 1st **Important Interpretations/Considerations:** • The program director and field director can be identified as two out of four required full-time faculty. • The majority of all full-time faculty must meet the credential requirements (AS M4.2.1) at this initial accreditation stage.

Practice Doctorate Programs

Stage	2025 Accreditation Standards for Practice Doctorate Social Work Program
Candidacy Eligibility Application Submission	To be approved, the program must have: • Program director appointed. ○ Program director has demonstrated leadership ability through teaching, scholarship, curriculum development, administrative experience, and other academic and professional activities in the field of social work. ○ Program director has a doctoral degree in social work, a master's degree in social work degree from a CSWE-accredited program, and two or more years of post-master's social work degree practice experience in social work. ○ Each program level must identify separate program directors.[1]
Stage	**2025 Accreditation Standards for Practice Doctorate Social Work Program**
Benchmark 1 Approval by CSWE Staff	Per AS D4.1.1 and AS D4.2.4(a), to be approved the program must have: • Total of **two (2) full-time faculty** principally assigned (51% or more) to the practice doctorate program and the **program director** hired, with a start date no later than: ○ February BOA Agenda: by August 1st ○ June BOA Agenda: by November 1st ○ October BOA Agenda: by February 1st ○ Program directors must meet all qualification and credentialing standards [AS 4.2.4(a-c)]. **Important Interpretations/Considerations:** • Each program level must identify separate program directors.[1] • The program determines the configuration of the program director, administrator, faculty, and staff roles that are hired. • The program director can be identified as one of the two required full-time faculty. • The program director can be on a faculty, staff, administrative, or other line.
Stage	**2025 Accreditation Standards for Practice Doctorate Social Work Program**
Benchmark 1 Submission to BOA	Per AS D4.1.1 and AS D4.2.4(a), to be approved the program must have: • Total of **two (2) full-time faculty** principally assigned (51% or more) to the practice doctorate program and the **program director hired and actively working** within the program with a start date no later than: ○ February BOA Agenda: by August 1st ○ June BOA Agenda: by November 1st ○ October BOA Agenda: by February 1st ○ Program directors must meet all qualification and credentialing standards [AS D4.2.4(a-c)].

	Important Interpretations/Considerations: • The program director can be identified as one of the two required full-time faculty.
Stage	**2025 Accreditation Standards for Practice Doctorate Social Work Program**
Benchmark 2 Submission to BOA	No additional faculty required unless needed to maintain a sufficient full-time equivalent faculty-to-student ratio to fulfill essential program functions (AS D 4.1.2).
Stage	**2025 Accreditation Standards for Practice Doctorate Social Work Program**
Initial Accreditation Eligibility Application Submission	No additional faculty required unless needed to maintain a sufficient full-time equivalent faculty-to-student ratio to fulfill essential program functions (AS D 4.1.2).
Stage	**2025 Accreditation Standards for Practice Doctorate Social Work Program**
Benchmark 3/Initial Accreditation Submission to BOA	No additional faculty required unless needed to maintain a sufficient full-time equivalent faculty-to-student ratio to fulfill essential program functions (AS D 4.1.2). **Important Interpretations/Considerations:** • The majority of all full-time faculty must meet the credential requirements (AS D4.1.1) at this initial accreditation stage.