



**2007 - 2008 NASW Texas Chapter Salary Survey:
A Report on the Salary Structure of
NASW Texas Members**

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Executive Summary

The following data points offer a summary of the 2007 - 2008 NASW Texas Salary Survey report relating to the salary structure of NASW Texas members ($n = 5,568$). These data were collected from October 2007 to August 2008 via an online questionnaire taken from the 2000 NASW Texas Salary Survey. Consequently, the data in this report may only be representative NASW Texas members who responded ($n = 699$, 12.55% response rate) to the online questionnaire. Due to the lack of random selection of respondents and the low number of respondents, the data in this report may not be representative of all Texas social workers.

Annual Salary across All Social Workers

1. Across all social workers who responded to the questionnaire, the modal and median annual salary from their primary job was between \$40,000.00 and \$49,000.00. This annual salary range is consistent with national median annual salary data across all social workers (\$41,275.00), and is above the reported state (Texas) median annual salary across all social workers (\$34,350.00).
2. On average, across all social workers, male social workers are paid more than female social workers. This data is consistent with the data found in the NASW Center for Workforce Studies report.

Annual Salary by Education

1. The lowest paid B.S.W. level respondents reported an annual salary range from their full-time, primary job to be between \$15,000.00 and \$17,499.00 while the highest paid B.S.W. level respondents reported an annual salary range from their full-time, primary job to be between \$70,000.00 and \$79,999.00.

2. The modal and median annual salary range for full-time employed B.S.W. level respondents from their primary job was between \$35,000.00 and \$39,000.00.
3. The data suggests that most B.S.W. level respondents had a starting annual salary from their full-time, primary job between \$25,000.00 and \$39,999.00, and their salaries tend to top-out with 11 to 15 years of experience with annual salaries from their full-time, primary job between \$35,000.00 and \$49,999.00.
4. The lowest paid M.S.W. level respondents reported an annual salary range from their full-time, primary job to be under \$10,000.00 while the highest paid M.S.W. level respondents reported an annual salary range from their full-time, primary job to be over \$80,000.00.
5. The modal annual salary range for full-time employed M.S.W. level respondents from their primary job was between \$40,000.00 and \$49,999.00, and the median annual salary range for full-time employed M.S.W. level respondents from their primary job was between \$50,000.00 and \$59,999.00.
6. The data suggests that most M.S.W. level respondents had a starting annual salary from their full-time, primary job between \$40,000.00 and \$49,999.00, and their salaries tend to top-out with 11 to 15 years of experience with annual salaries from their full-time, primary job between \$50,000.00 and \$59,999.00.
7. The lowest paid doctoral level (Ed.D./D.S.W./Ph.D.) respondents reported an annual salary range from their full-time, primary job to be between \$20,000.00 and \$24,999.00 while the highest paid doctoral level respondents reported an annual salary range from their full-time, primary job to be \$80,000.00 and over.

8. The modal annual salary range for full-time employed doctoral level (Ed.D./D.S.W./Ph.D.) respondents from their primary job was \$80,000.00 and over, and the median annual salary range for full-time employed doctoral level respondents from their primary job was between \$60,000.00 and \$69,999.00.
9. The data suggests that most doctoral level (Ed.D./D.S.W./Ph.D.) respondents had a starting annual salary from their full-time, primary job between \$40,000.00 and \$49,999.00, and their salaries tend to top-out with over 25 years of experience with annual salaries from their full-time, primary job of \$80,000.00 and over.

Annual Salary by License

1. The lowest paid LBSW respondents reported an annual salary range from their full-time, primary job to be between \$25,000.00 and \$29,999.00 while the highest paid LBSW respondents reported an annual salary range from their full-time, primary job to be between \$70,000.00 and \$79,999.00.
2. The modal and median annual salary range for full-time employed LBSW respondents from their primary job was between \$40,000.00 and \$49,000.00.
3. The data suggests that most LBSW respondents had a starting annual salary from their full-time, primary job between \$35,000.00 and \$39,999.00, and their salaries tend to top-out with 11 to 15 years of experience with annual salaries from their full-time, primary job between \$50,000.00 and \$59,999.00.
4. The lowest paid LMSW respondents reported an annual salary range from their full-time, primary job between \$20,000.00 and \$24,999.00 while the highest paid LMSW respondents reported an annual salary range from their full-time, primary job to be \$80,000.00 and over.

5. The modal and median annual salary range for full-time employed LMSW respondents from their primary job was between \$40,000.00 and \$49,999.00.
6. The data suggests that most LMSW respondents had a starting annual salary from their full-time, primary job between \$40,000.00 and \$49,999.00, and their salaries tend to top-out with 11 to 15 years of experience with annual salaries from their full-time, primary job between \$50,000.00 and \$59,999.00.
7. The lowest paid LCSW respondents reported an annual salary range from their full-time, primary job to be under \$10,000.00 while the highest paid LCSW respondents reported an annual salary range from their full-time, primary job to be \$80,000.00 and over.
8. The modal and median annual salary range for full-time employed LCSW respondents from their primary job was between \$50,000.00 and \$59,999.00.
9. The data suggests that most LCSW respondents had a starting annual salary from their full-time, primary job between \$40,000.00 and \$49,999.00, and their salaries tend to top-out with 11 to 15 years of experience with annual salaries from their full-time, primary job between \$50,000.00 and \$59,999.00.
10. Very few respondents reported that they held a LBSW-IPR ($n = 1$), LMSW-IPR ($n = 9$), and LMSW-AP ($n = 16$); the modal salary range for full-time employed LMSW-AP respondents was \$80,000.00 and over while the median salary range for full-time employed LMSW-AP respondents was between \$60,000.00 and \$69,999.00.

Annual Salary by Region and Work Setting

1. There were not enough data per region and work setting to make reliable interpretations; consequently, these analyses are not presented.

Respondent Satisfaction

1. Most respondents agreed (84.3%, $n = 586$) that they are satisfied with their current job.
2. Most respondents disagreed (62.4%, $n = 432$) that they are satisfied with the public perception of the social work profession.
3. Most respondents disagreed (69.1%, $n = 480$) that they may consider leaving the social work profession as a result of inadequate salary.

2007 - 2008 NASW Texas Chapter Salary Survey:

A Report on the Salary Structure of NASW Texas Members

Introduction

The Texas chapter of the National Association of Social Workers (NASW Texas) is a professional membership association that advocates for social workers, advances the profession of social work, and promotes sound public policy that is designed to ensure that human needs are met (NASW Texas, 2006). The association consisted of approximately 5,568 members at the time of the 2007 - 2008 NASW Texas chapter salary survey. One of the goals outlined in the strategic plan of NASW Texas is to advance the social work labor force by advocating for higher salaries, better working conditions, and expanding skills and knowledge in emerging areas of practice in Texas. One of the stated strategies to realize the above goal is to establish updated salary recommendations (NASW Texas, 2006 - 2009). To this end, a salary survey was authorized by NASW Texas in June of 2007 at the Sandra Lopez Leadership Institute.

In 2000, a salary survey was conducted by NASW Texas (NASW Texas, 2000a); it is unknown if a salary survey was every conducted by NASW Texas prior to 2000. Nevertheless, the 2000 NASW Texas Salary Survey consisted of 17 items relating to educational attainment, social work credentials, job function, areas of practice, practice venue, practice setting, salary ranges, satisfaction with the profession, and demographics. The survey was published in the *NASW Network* newsletter in April 2000, and recipients of the newsletter were asked by the President of NASW Texas at that time to complete the survey. This methodology generated 476 completed and returned surveys. Out of the 476 completed and returned surveys 84 percent ($n = 398$) reported to be female and 16 percent ($n = 78$) reported to be male; 88 percent ($n = 417$) reported to be Caucasian, seven percent ($n = 32$) reported to be Hispanic/Latino, three percent (n

= 14) reported to be African American, one percent ($n = 5$) reported to be Asian/Pacific Islander, and two percent ($n = 8$) reported “Other” or reported an ethnic affiliation with less than one percent. According to the data generated from that survey the modal salary range across all social work respondents to the 2000 NASW Texas Salary Survey was \$40,000.00 to \$49,999.00 (NASW Texas, 2000b).

Currently, O*NET Online, a federal data base of occupations and their characteristics (National Center for O*NET Development, n. d.), list four categories of social workers in their data base that include: 1) Child, family, and School Social Workers (21-1021.00); 2) Medical and Public Health Social Workers (21-1022.00); 3) Mental Health and Substance Abuse Social Workers (21-1023.00); and 4) Social Workers, All Other (21-1029.99). It should be noted that even though the social work profession is a health care profession (as designed by the State of Texas (Texas state board of Social Worker Examiners, 2008) and a core mental health profession by the Federal government (United States Department of Health and Human Services, n. d.), social work is listed under “Community and Social Services” as opposed to “Healthcare Practitioners and Technical” as is other similar professions (e.g., nursing, occupational therapy, physical therapy, speech-language pathology), or under “Life, Physical, and Social Science” where other similar and related professions can be found (e.g., psychology, sociology, urban and regional planning, and social scientists and related workers).

The median salary across all levels of child, family, and school social workers is reported to be \$38,620.00 in the United States, and \$31,600.00 in Texas. The median salary across all levels of medical and public health social workers is reported to be \$44,670.00 in the United States, and \$43,800.00 in Texas. The median salary across all levels of mental health and substance abuse social workers is reported to be \$36,640.00 in the United States, and \$31,000.00

in Texas. Lastly, the median salary across all levels of all other social workers is reported to be \$45,800.00 in the United States, and \$31,000.00 in Texas (CareerOneStop, 2009; National Center for O*NET Development, n. d.; United States Bureau of Labor Statistics, 2007).

Table 1

Mean 2007 National and State Social Work (all O*NET social work categories) Salary Data*

	<u>10%</u>	<u>25%</u>	<u>Median</u>	<u>75%</u>	<u>90%</u>
United States	\$25,900.00	\$32,075.00	\$41,275.00	\$53,300.00	\$65,650.00
Texas	\$23,900.00	\$28,550.00	\$34,350.00	\$46,450.00	\$57,800.00

* Data take from CareerOneStop (2009)

These data are hypothesized to be important for at least two reasons. First, perspective students interested in a career in social work may use this data to determine their future earning potential. Second, social work employers may use this data to determine social work salaries. This second reason is germane to this survey. One should carefully note that the above data reflects median salaries across all levels of social work education; for example, associates, bachelors, masters, and doctoral levels. Also, the above data reflects median salaries across all levels of social work licensure; for example, social work associates or technicians, licensed baccalaureate social workers, licensed master social workers, advanced generalist social workers, and clinical social workers. Consequently, the above data may be misleading to perspective students and social work employers. Additionally, the data presented here are from 2007; it should be noted that the United States Bureau of Labor Statistics updates this data annually.

As a consequence of the above data, more specific data may be necessary concerning social work salaries in Texas. For example, are there any differences between social workers trained at the B.S.W., M.S.W., D.S.W., and Ph.D.? Is there any salary advantage to being a

licensed social worker (i.e., LBSW, LBSW-IPR, LMSW, LMSW-IPR, LMSW-AP, or LCSW)?

Do social workers in certain practice areas have higher salaries as compared to other social work practice areas? Are there regional salary differences? These are some of the questions that the 2007 - 2008 NASW Texas Salary Survey sought to explore.

Methods

Given the nature of the survey items and response rate of the 2000 NASW Texas Salary Survey, we decided to administer the 2007 - 2008 NASW Texas Salary Survey online. A list of NASW identification numbers was obtained from the NASW Texas chapter office; there were 5,568 identification numbers in this list. The identification numbers were de-identified and were used as an entry password to the survey. For example, survey respondents were required to enter their NASW identification number to complete the survey. This process served two purposes. First, it ensured that each respondent was able to take the survey once; and second, it ensured that only NASW members were able to participate in the survey.

Concerning the survey items, we decided to use the 2000 NASW Texas Salary Survey items in the 2007 - 2008 survey with a few modifications. The rationale for this decision is by using the same items; comparisons could be made between the two sets of data. However, a few of the items had to be changed. For example, the social work associate license no longer exists and the licensed social worker credential was changed to the licensed baccalaureate social worker. Additionally, the term "units" was no longer in use and was replaced with the term "branches;" some branch names had changed as well. Lastly, some of the qualitatively orientated items were changed to reflect the current data needs of the association.

The survey was posted and made available at the 2007 NASW Texas Annual Conference help in San Antonio, Texas on October 18, 2007. The survey was closed on August 31, 2008 at

5:00 pm. During that time frame 699 usable responses were collected electronically. The data was de-identified and no NASW identification number was associated with the data. The data was collected in a Microsoft Excel spreadsheet format. This spreadsheet data was then converted into a format acceptable to the Statistical Package for the Social Sciences (SPSS v. 14), so that data analysis could begin.

Limitations of the Data

There are two major limitations of the data generated from this survey. First, potential survey participants were not randomly drawn and then surveyed. The survey was made available to the entire NASW Texas membership. Accordingly, the responses were not random. People who responded may have had a particular reason for responding, a particular need to get met, or may have had some other motivation for responding. In short, respondents to the survey likely had reasons for participating, or at least easy access to a computer and the time to respond. The second limitation of the data is the low response rate of 12.55 percent. Certainly, one is hard pressed to argue that 12.55 percent ($n = 699$) of the NASW Texas membership, that was not randomly drawn, represents 5,568 NASW Texas members. In fact, certain geographical regions, areas of practice, and license levels had such a low response rate; no reliable conclusions could be drawn at all.

Respondent Demographics

Various demographic items appeared on the survey; for example, age, gender, and ethnicity. Concerning age, the ages of the 699 respondents ranged from 22-years to 80-years with a mean age of 46, a median age of 48, and a modal age of 55. Age data from the 2000 NASW Texas Salary Survey could not be located; however, the current data is reasonably consistent with the NASW Center for Workforce Studies (Licensed Social Workers in the United States,

2004, Chapter 2: Demographics; 2006) report. Concerning gender, of the 699 respondents 81 percent ($n = 564$) reported to be female and 18 percent ($n = 128$) reported to be male; seven respondents did not report a gender. These data concerning gender are similar to those obtained in the 2000 NASW Texas Salary Survey and consistent with gender data found in the NASW Center for Workforce Studies report. Concerning ethnicity, of the 699 respondents 74 percent ($n = 516$) reported to be Caucasian, 15 percent ($n = 105$) reported to be Hispanic/Latino, seven percent ($n = 51$) reported to be African American, one percent ($n = 9$) reported to be Asian/Pacific Islander, and two percent ($n = 16$) reported “Other,” or reported an ethnic affiliation with less than one percent, for their ethnic affiliation; two respondent did not report any ethnic affiliation. The ethnic distribution of respondents in the 2007 - 2008 NASW Texas Salary Survey is similar to that in the 2000 NASW Texas Salary Survey with the exception of an increase in respondents who reported to be Hispanic/Latino (7% in 2000 to 15% in 2007-2008) and an increase in the number of respondents who reported to be African American (3% in 2000 to 7% in 2007-2008).

Salary Data

Overall Salary Data

The 2007 - 2008 NASW Texas Salary Survey asked respondents to report on their current salary from their primary job and on their current salary from their secondary job. This data is reflective of all social worker respondents to these items ($n = 695$). Educational level, license, region, work setting, and other variables are *not* controlled for in this analysis. In relation to respondents’ primary job salary, the mode and median salary across all social workers who responded ($n = 695$) was \$40,000 to \$49,999; see Figure 1 below. The mode in the 2007 - 2008 NASW Texas Salary Survey is identical to the mode found in 2000 (NASW Texas, 2000b). In

relation to respondents' secondary job salary, of the 673 social workers who responded, the vast majority reported to not have a secondary job ($n = 457$). Of those who reported to have a secondary job ($n = 216$), the most frequently reported annual salary was under \$10,000.00 per year ($n = 117$), followed by \$10,000.00 to \$14,999.00 per year ($n = 40$); see Figure 2 below. This data perhaps suggests that few social workers have a secondary job and, of those who do, the annual salary from their secondary job is below \$14,999.00 per year.

Figure 1

Current Annual Salary from Respondents' Primary Job

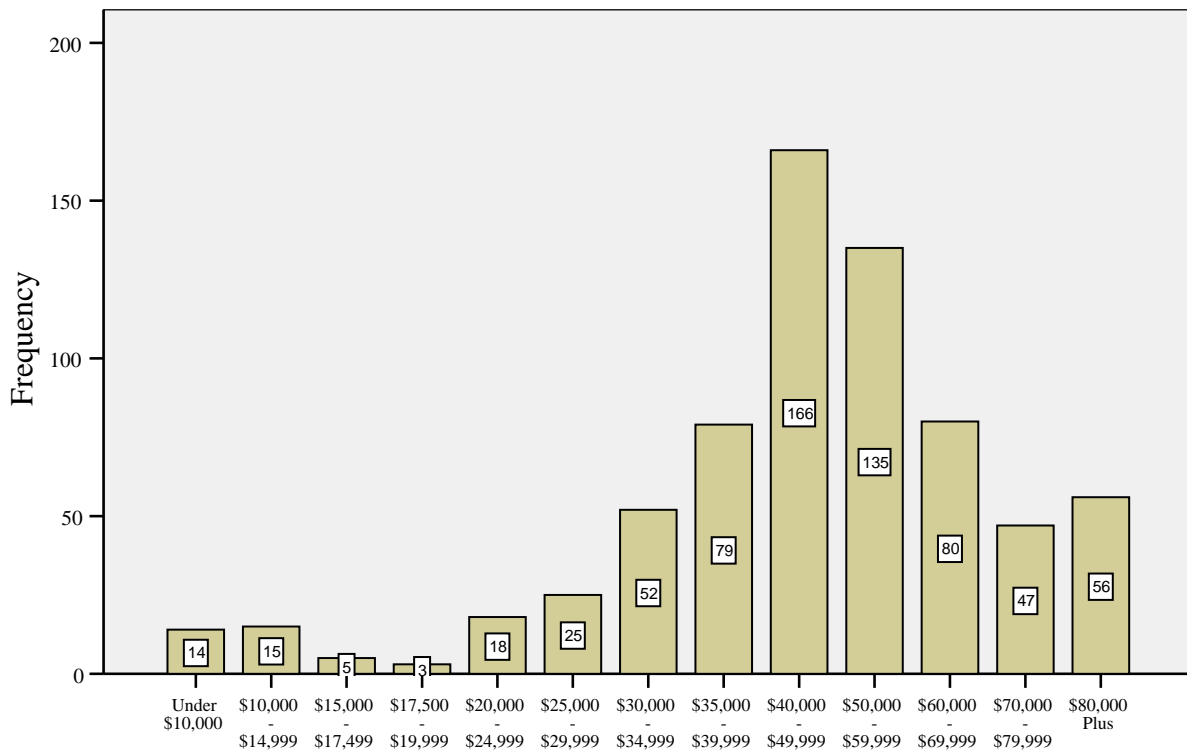
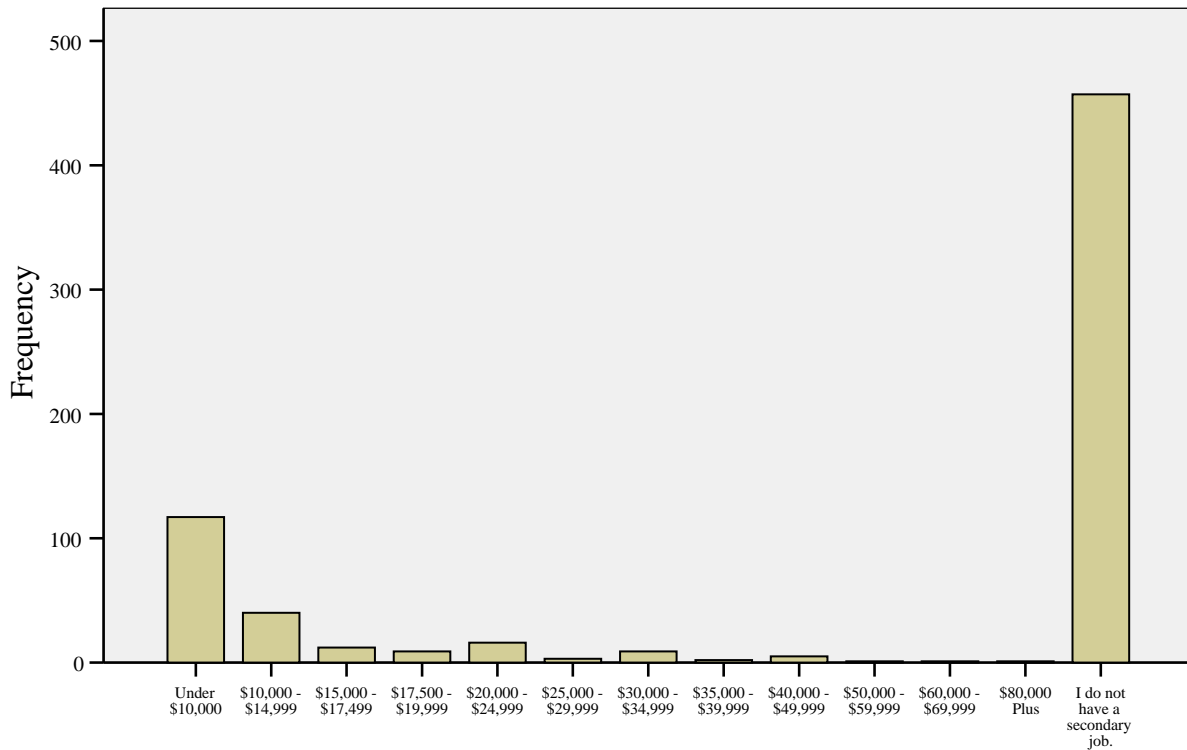


Figure 2

Current Annual Salary from Respondents' Secondary Job



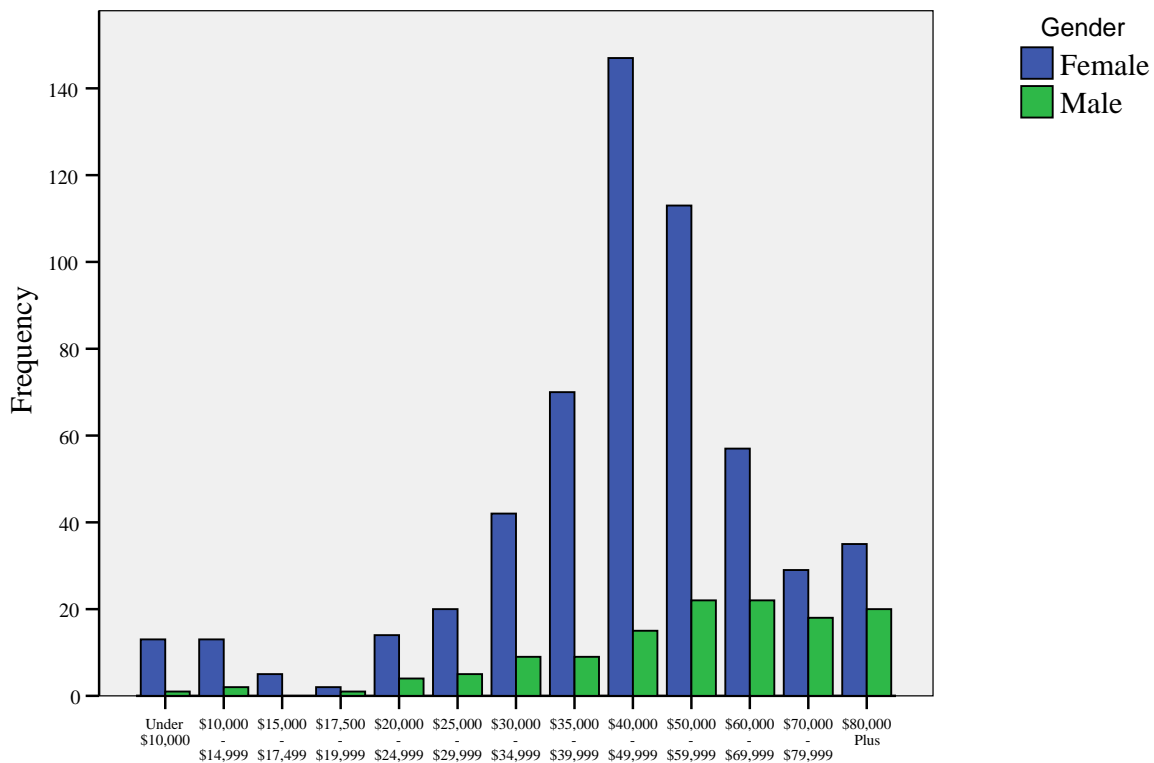
Salary by Gender

A Mann-Whitney test was used to test the hypothesis that the distribution of salaries by gender was equal. Out of the 699 respondents to the 2007 - 2008 NASW Texas Salary Survey, 688 cases were valid (560 females and 128 males) and there were 11 missing for this analysis. No other variables were controlled for in this analysis (e.g., educational level, license, region, work setting, and so forth). The distribution of salaries between females and males was significant, Mann-Whitney $U = 26534.0$, $p < .001$. This data suggest that, on average, males are

paid more than females; see Figure 3 below. This data is also consistent with data found in the NASW Center for Workforce Studies (Licensed Social Workers in the United States, 2004, Chapter 1: Salaries; 2006) report.

Figure 3

Current Annual Salary from Respondents' Primary Job by Gender



However, the above data should be viewed with caution given that the sample for this study was not randomly drawn from the membership population of NASW Texas.

Salary by Education

Frequencies and crosstabulation was used to assess the relationship between respondents' educational level in social work and their self-reported, current annual salary from their full-time, primary job. Educational level was divided into those social workers with a Bachelor of

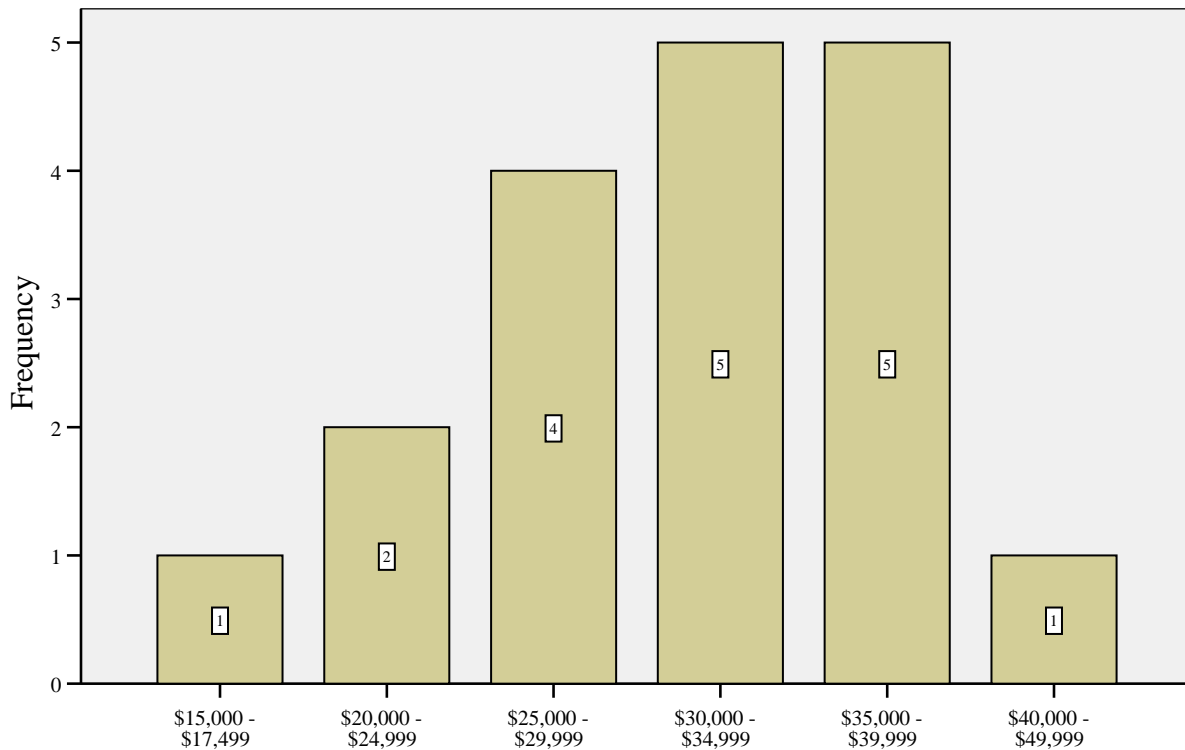
Social Work (B.S.W.) degree as their highest social work degree; a Master of Social Work (M.S.W.) as their highest social work degree; and a Doctor of Social Work (D.S.W.), a Doctor of Philosophy (Ph.D.) as their highest social work degree, or some other doctoral degree (e.g., Doctor of Education [Ed.D.]). Current annual salary from their primary job was divided into 13 ordinal response choices including: “Under \$10,000,” “\$10,000 - \$14,999,” “\$15,000 - \$17,499,” “\$17,500 - \$19,999,” “\$20,000 - \$24,999,” “\$25,000 - \$29,999,” “\$30,000 - \$34,999,” “\$35,000 - \$39,999,” “\$40,000 - \$49,999,” “\$50,000 - \$59,999,” “\$60,000 - \$69,999,” “\$70,000 - \$79,999,” and “\$80,000+”. One should note that some salary responses were not endorsed by some respondents in the analysis below. Furthermore, in this analysis years of experience and full-time job status were used as control variables; no other variables were controlled for in this analysis (e.g., gender, age, licensure, region, and so forth)

B.S.W. level salary data. Out of the 699 respondents to the 2007 - 2008 NASW Texas Salary Survey, 68 cases were valid and there were no missing cases for this analysis. Out of the 68 respondents who reported to have a B.S.W. as their highest degree, 18 reported having less than two years of social work experience. Those respondents who reported to have a B.S.W. as their highest social work degree, indicated less than two years of social work experience, and reported a current annual salary from their full-time, primary job between \$15,000.00 and \$17,499.00 were 5.6 percent ($n = 1$). Those respondents who reported to have a B.S.W. as their highest social work degree, indicated less than two years of social work experience, and reported a current annual salary from their full-time, primary job between \$20,000.00 and \$24,999.00 were 11.1 percent ($n = 2$). Those respondents who reported to have a B.S.W. as their highest social work degree, indicated less than two years of social work experience, and reported a current annual salary from their full-time, primary job between \$25,000.00 and \$29,999.00 were

22.2 percent ($n = 4$). Those respondents who reported to have a B.S.W. as their highest social work degree, indicated less than two years of social work experience, and reported a current annual salary from their full-time, primary job between \$30,000.00 and \$34,999.00 were 27.8 percent ($n = 5$). Those respondents who reported to have a B.S.W. as their highest social work degree, indicated less than two years of social work experience, and reported a current annual salary from their full-time, primary job between \$35,000.00 and \$39,999.00 were 27.8 percent ($n = 5$). Those respondents who reported to have a B.S.W. as their highest social work degree, indicated less than two years of social work experience, and reported a current annual salary from their full-time, primary job between \$40,000.00 and \$49,999.00 were 5.6 percent ($n = 1$). See Figure 4 below.

Figure 4

Current Annual Salary from B.S.W. Respondents' Full-Time, Primary Job with Less than Two Years Experience

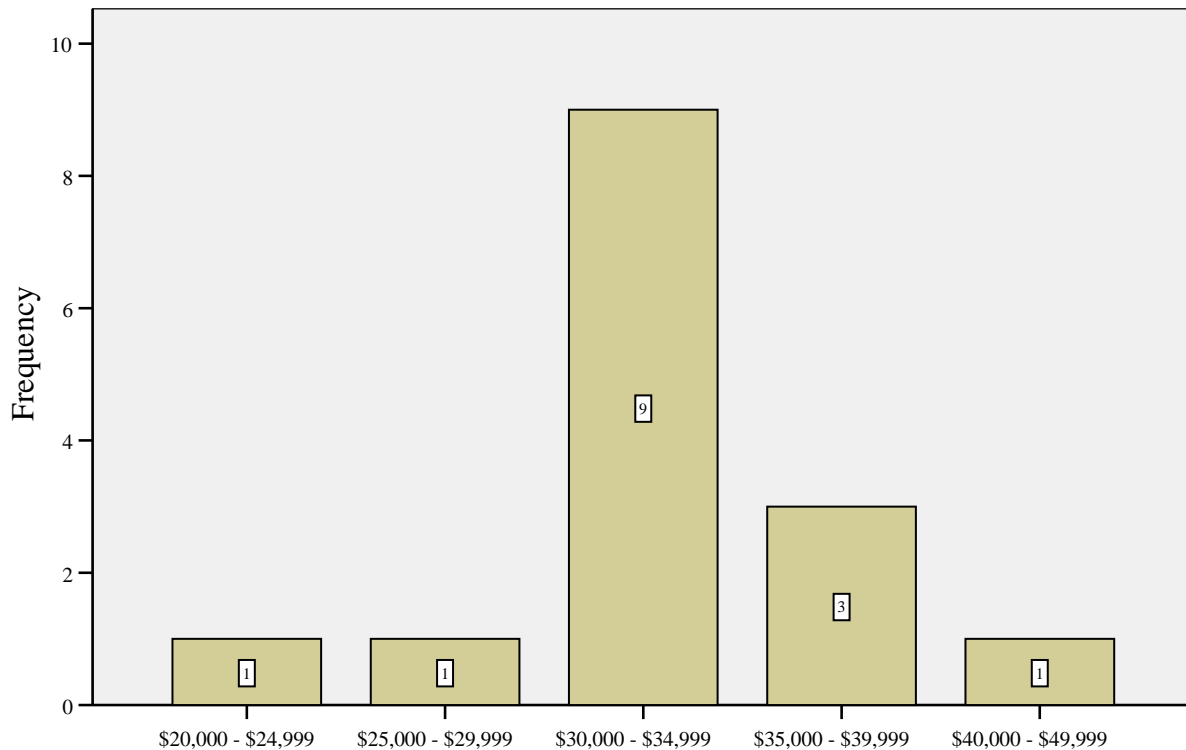


Out of the 68 respondents who reported to have a B.S.W. as their highest degree, 15 reported having between two and five years of social work experience. Those respondents who reported to have a B.S.W. as their highest social work degree, indicated having between two and five years of social work experience, and reported a current annual salary from their full-time, primary job between \$20,000.00 and \$24,999.00 were 6.7 percent ($n = 1$). Those respondents who reported to have a B.S.W. as their highest social work degree, indicated having between two and five years of social work experience, and reported a current annual salary from their full-

time, primary job between \$25,000.00 and \$29,999.00 were 6.7 percent ($n = 1$). Those respondents who reported to have a B.S.W. as their highest social work degree, indicated having between two and five years of social work experience, and reported a current annual salary from their full-time, primary job between \$30,000.00 and \$34,999.00 were 60.0 percent ($n = 9$). Those respondents who reported to have a B.S.W. as their highest social work degree, indicated having between two and five years of social work experience, and reported a current annual salary from their full-time, primary job between \$35,000.00 and \$39,999.00 were 20.0 percent ($n = 3$). Those respondents who reported to have a B.S.W. as their highest social work degree, indicated having between two and five years of social work experience, and reported a current annual salary from their full-time, primary job between \$40,000.00 and \$49,999.00 were 6.7 percent ($n = 1$). See Figure 5 below.

Figure 5

Current Annual Salary from B.S.W. Respondents' Full-Time, Primary Job between Two and Five Years Experience

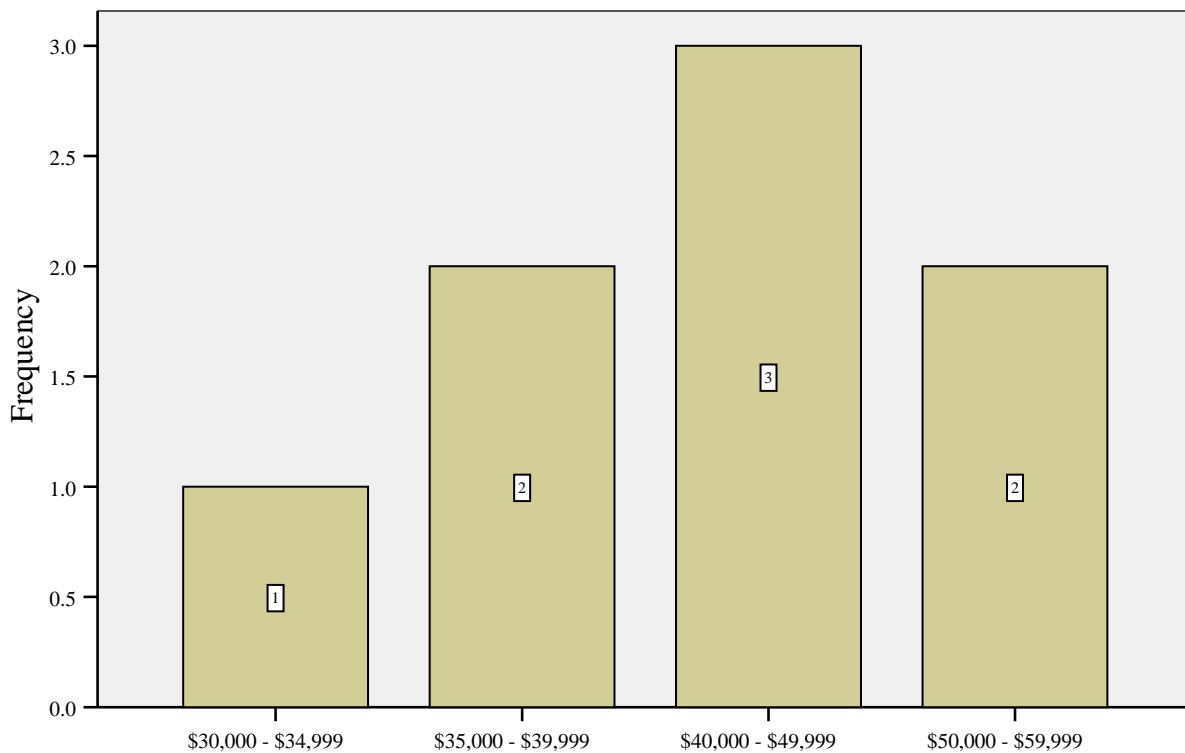


Out of the 68 respondents who reported to have a B.S.W. as their highest degree, eight reported having between six and ten years of social work experience. Those respondents who reported to have a B.S.W. as their highest social work degree, indicated having between six and ten years of social work experience, and reported a current annual salary from their full-time, primary job between \$30,000.00 and \$34,999.00 were 12.5 percent ($n = 1$). Those respondents who reported to have a B.S.W. as their highest social work degree, indicated having between six and ten years of social work experience, and reported a current annual salary from their full-time

primary job between \$35,000.00 and \$39,999.00 were 25.0 percent ($n = 2$). Those respondents who reported to have a B.S.W. as their highest social work degree, indicated having between six and ten years of social work experience, and reported a current annual salary from their full-time primary job between \$40,000.00 and \$49,999.00 were 37.5 percent ($n = 3$). Those respondents who reported to have a B.S.W. as their highest social work degree, indicated having between six and ten years of social work experience, and reported a current annual salary from their full-time primary job between \$50,000.00 and \$59,999.00 were 25.0 percent ($n = 2$). See Figure 6 below.

Figure 6

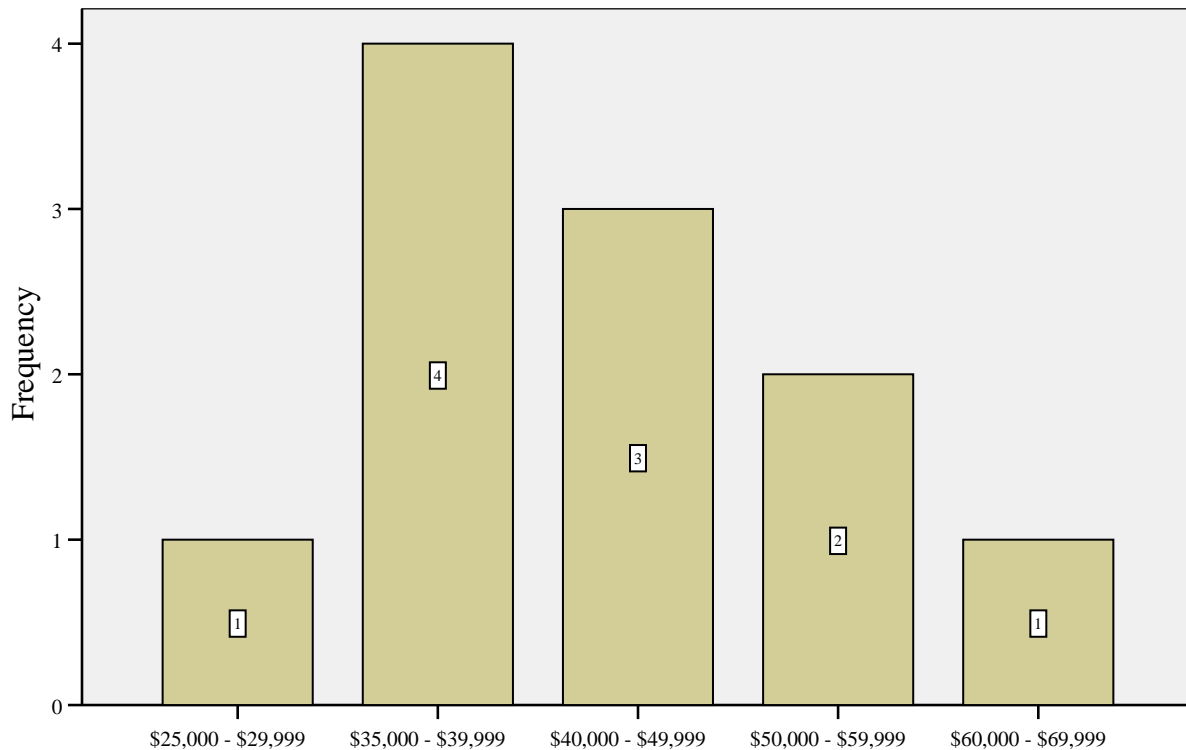
Current Annual Salary from B.S.W. Respondents' Full-Time, Primary Job between Six and Ten Years Experience



Out of the 68 respondents who reported to have a B.S.W. as their highest degree, 11 reported having between 11 and 15 years of social work experience. Those respondents who reported to have a B.S.W. as their highest social work degree, indicated having between 11 and 15 years of social work experience, and reported a current annual salary from their full-time, primary job between \$25,000.00 and \$29,999.00 were 9.1 percent ($n = 1$). Those respondents who reported to have a B.S.W. as their highest social work degree, indicated having between 11 and 15 years of social work experience, and reported a current annual salary from their full-time, primary job between \$35,000.00 and \$39,999.00 were 36.4 percent ($n = 4$). Those respondents who reported to have a B.S.W. as their highest social work degree, indicated having between 11 and 15 years of social work experience, and reported a current annual salary from their full-time, primary job between \$40,000.00 and \$49,999.00 were 27.3 percent ($n = 3$). Those respondents who reported to have a B.S.W. as their highest social work degree, indicated having between 11 and 15 years of social work experience, and reported a current annual salary from their full-time, primary job between \$50,000.00 and \$59,999.00 were 18.2 percent ($n = 2$). Those respondents who reported to have a B.S.W. as their highest social work degree, indicated having between 11 and 15 years of social work experience, and reported a current annual salary from their full-time, primary job between \$60,000.00 and \$69,999.00 were 9.1 percent ($n = 1$). See Figure 7 below.

Figure 7

Current Annual Salary from B.S.W. Respondents' Full-Time, Primary Job between 11 and 15 Years Experience

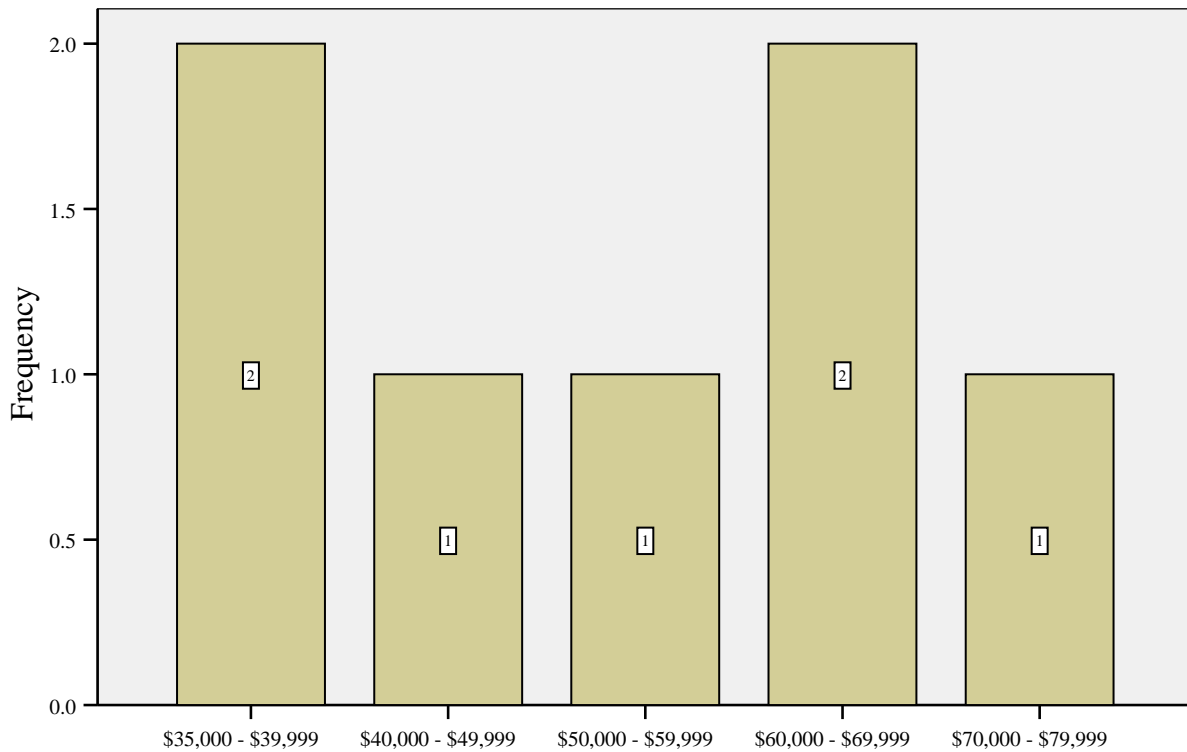


Out of the 68 respondents who reported to have a B.S.W. as their highest degree, seven reported having between 16 and 20 years of social work experience. Those respondents who reported to have a B.S.W. as their highest social work degree, indicated having between 16 and 20 years of social work experience, and reported a current annual salary from their full-time, primary job between \$35,000.00 and \$39,999.00 were 28.6 percent ($n = 2$). Those respondents who reported to have a B.S.W. as their highest social work degree, indicated having between 16 and 20 years of social work experience, and reported a current annual salary from their full-time,

primary job between \$40,000.00 and \$49,999.00 were 14.3 percent ($n = 1$). Those respondents who reported to have a B.S.W. as their highest social work degree, indicated having between 16 and 20 years of social work experience, and reported a current annual salary from their full-time, primary job between \$50,000.00 and \$59,999.00 were 14.3 percent ($n = 1$). Those respondents who reported to have a B.S.W. as their highest social work degree, indicated having between 16 and 20 years of social work experience, and reported a current annual salary from their full-time, primary job between \$60,000.00 and \$69,999.00 were 28.6 percent ($n = 2$). Those respondents who reported to have a B.S.W. as their highest social work degree, indicated having between 16 and 20 years of social work experience, and reported a current annual salary from their full-time, primary job between \$70,000.00 and \$79,999.00 were 14.3 percent ($n = 1$). See Figure 8 below.

Figure 8

Current Annual Salary from B.S.W. Respondents' Full-Time, Primary Job between 16 and 20 Years Experience

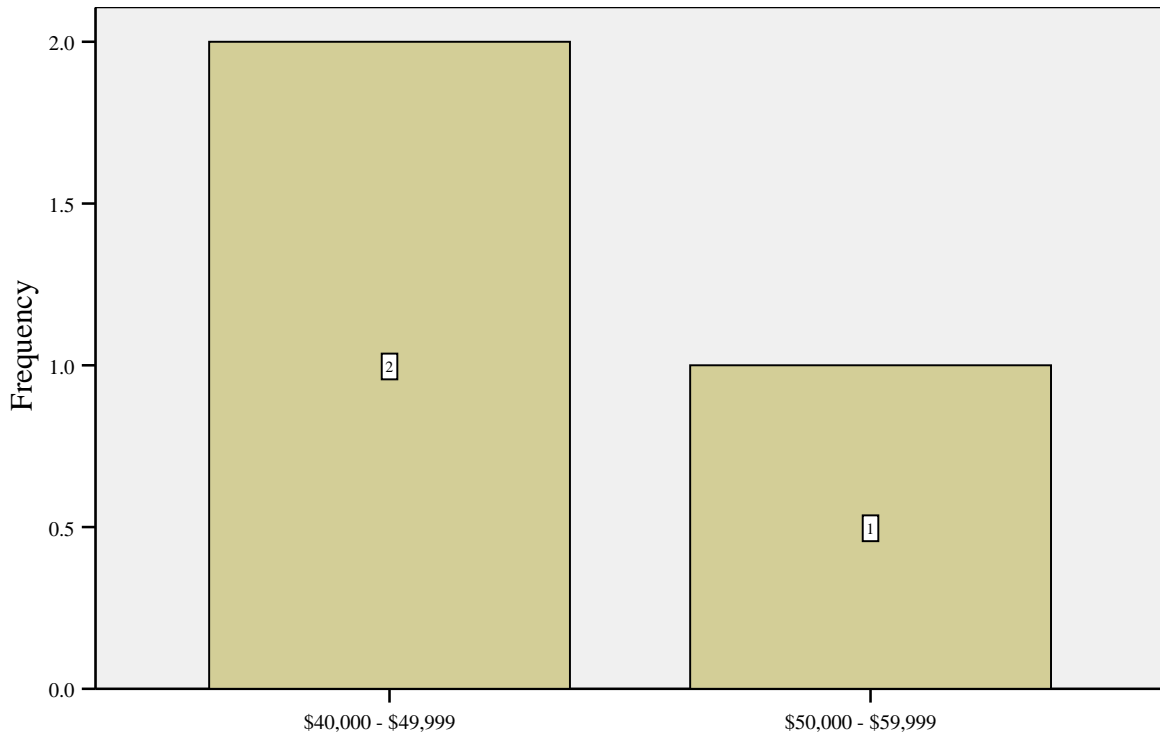


Out of the 68 respondents who reported to have a B.S.W. as their highest degree, three reported having between 21 and 25 years of social work experience. Those respondents who reported to have a B.S.W. as their highest social work degree, indicated having between 21 and 25 years of social work experience, and reported a current annual salary from their full-time, primary job between \$40,000.00 and \$49,999.00 were 66.7 percent ($n = 2$). Those respondents who reported to have a B.S.W. as their highest social work degree, indicated having between 21

and 25 years of social work experience, and reported a current annual salary from their full-time, primary job between \$50,000.00 and \$59,999.00 were 33.3 percent ($n = 1$). See Figure 9 below.

Figure 9

Current Annual Salary from B.S.W. Respondents' Full-Time, Primary Job between 21 and 25 Years Experience

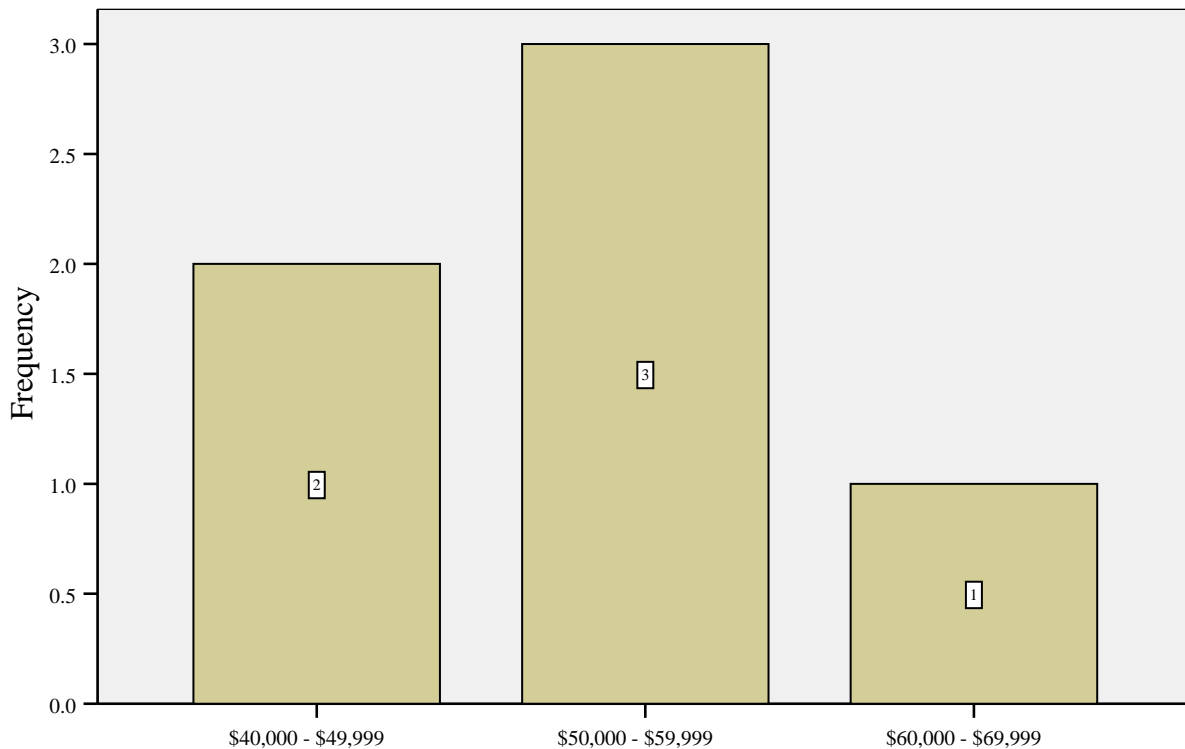


Out of the 68 respondents who reported to have a B.S.W. as their highest degree, six reported having over 25 years of social work experience. Those respondents who reported to have a B.S.W. as their highest social work degree, indicated having over 25 years of social work experience, and reported a current annual salary from their full-time, primary job between \$40,000.00 and \$49,999.00 were 33.3 percent ($n = 2$). Those respondents who reported to have a B.S.W. as their highest social work degree, indicated having over 25 years of social work

experience, and reported a current annual salary from their full-time, primary job between \$50,000.00 and \$59,999.00 were 50.0 percent ($n = 3$). Those respondents who reported to have a B.S.W. as their highest social work degree, indicated having over 25 years of social work experience, and reported a current annual salary from their full-time, primary job between \$60,000.00 and \$69,999.00 were 16.7 percent ($n = 1$). See Figure 10 below.

Figure 10

Current Annual Salary from B.S.W. Respondents' Full-Time, Primary Job with Over 25 Years Experience

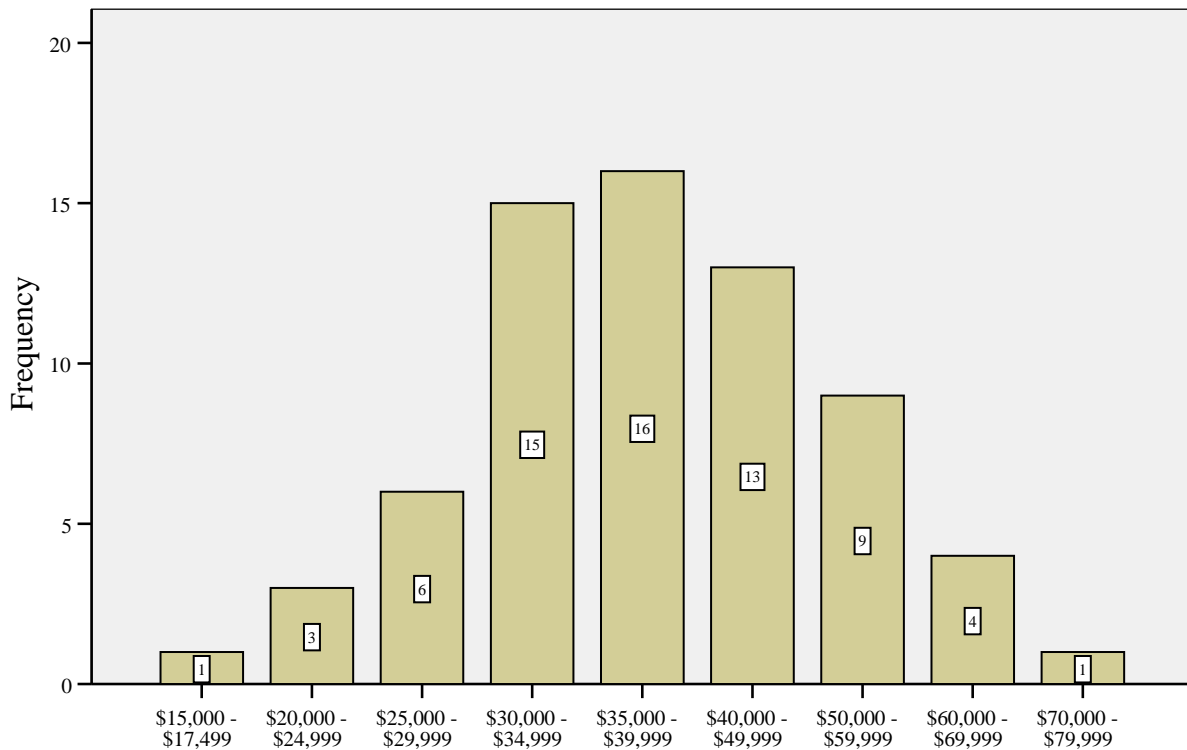


Across all 68 respondents who reported to have a B.S.W. as their highest degree, the modal and median salary range of their reported current annual salary from their full-time,

primary job was between \$35,000.00 and \$39,000.00 ($n = 16$; 23.5%). This analysis did not control for other variables (e.g., years experience, license, region, work setting, gender, and so forth). The distributions of B.S.W. annual salaries, who were employed in a full-time capacity, ranged from \$15,000.00 to \$79,999.00. See Figure 11 below.

Figure 11

Current Annual Salary from B.S.W. Respondents' Full-Time, Primary Job across all B.S.W. Respondents



The above data from B.S.W. respondents suggests that the average B.S.W. level social worker has an annual salary between \$35,000.00 and \$39,000.00. The majority of the 68 B.S.W. level respondents reported to have an annual salary from their primary job between \$30,000.00

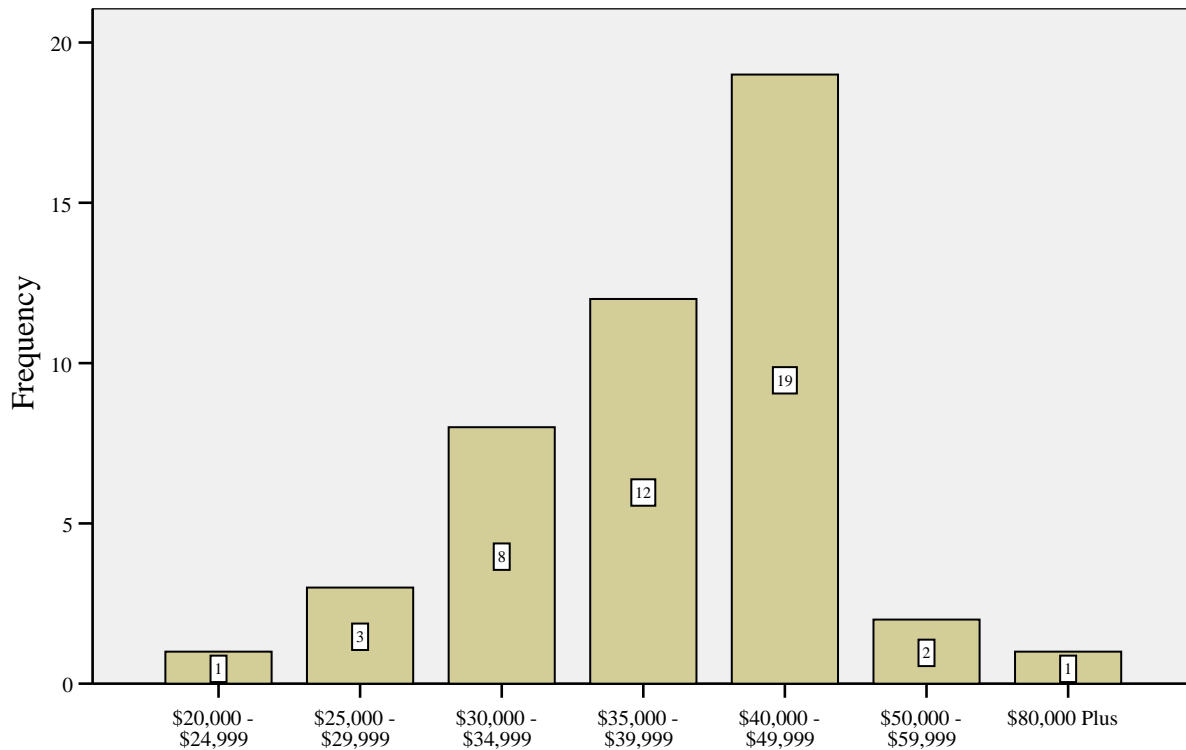
and \$49,999.00 ($n = 44$, 64.7%). The overall lowest paid B.S.W. level respondents reported an annual salary from their full-time, primary job between \$15,000.00 and \$17,499.00 ($n = 1$, 1.5%) and the highest paid B.S.W. level respondents reported an annual salary from their full-time, primary job being between \$70,000.00 and \$79,999.00 ($n = 1$, 1.5%). A visual inspection of the B.S.W. level salary data from this survey suggests that most B.S.W. respondents had a starting annual salary from their full-time, primary job between \$25,000.00 and \$39,999.00 ($n = 14$, 77.8%) and tend to top-out with 11 to 15 years experience with annual salaries from their full-time, primary job reported to be between \$35,000 and \$49,999.00 ($n = 7$, 63.6%).

M.S.W. level salary data. Out of the 699 respondents to the 2007 - 2008 NASW Texas Salary Survey, 474 cases were valid and there were no missing cases for this analysis. Out of the 474 respondents who reported to have a M.S.W. as their highest degree, 46 reported having less than two years of social work experience. Those respondents who reported to have a M.S.W. as their highest social work degree, indicated less than two years of social work experience, and reported a current annual salary from their full-time, primary job between \$20,000.00 and \$24,999.00 were 2.2 percent ($n = 1$). Those respondents who reported to have a M.S.W. as their highest social work degree, indicated less than two years of social work experience, and reported a current annual salary from their full-time, primary job between \$25,000.00 and \$29,999.00 were 6.5 percent ($n = 3$). Those respondents who reported to have a M.S.W. as their highest social work degree, indicated less than two years of social work experience, and reported a current annual salary from their full-time, primary job between \$30,000.00 and \$34,999.00 were 17.4 percent ($n = 8$). Those respondents who reported to have a M.S.W. as their highest social work degree, indicated less than two years of social work experience, and reported a current annual salary from their full-time, primary job between \$35,000.00 and \$39,999.00 were 26.1

percent ($n = 12$). Those respondents who reported to have a M.S.W. as their highest social work degree, indicated less than two years of social work experience, and reported a current annual salary from their full-time, primary job between \$40,000.00 and \$49,999.00 were 41.3 percent ($n = 19$). Those respondents who reported to have a M.S.W. as their highest social work degree, indicated less than two years of social work experience, and reported a current annual salary from their full-time, primary job between \$50,000.00 and \$59,999.00 were 4.3 percent ($n = 2$). Those respondents who reported to have a M.S.W. as their highest social work degree, indicated less than two years of social work experience, and reported a current annual salary from their full-time, primary job of \$80,000.00 plus were 2.2 percent ($n = 1$). See Figure 12 below.

Figure 12

Current Annual Salary from M.S.W. Respondents' Full-Time, Primary Job with Less than Two Years Experience



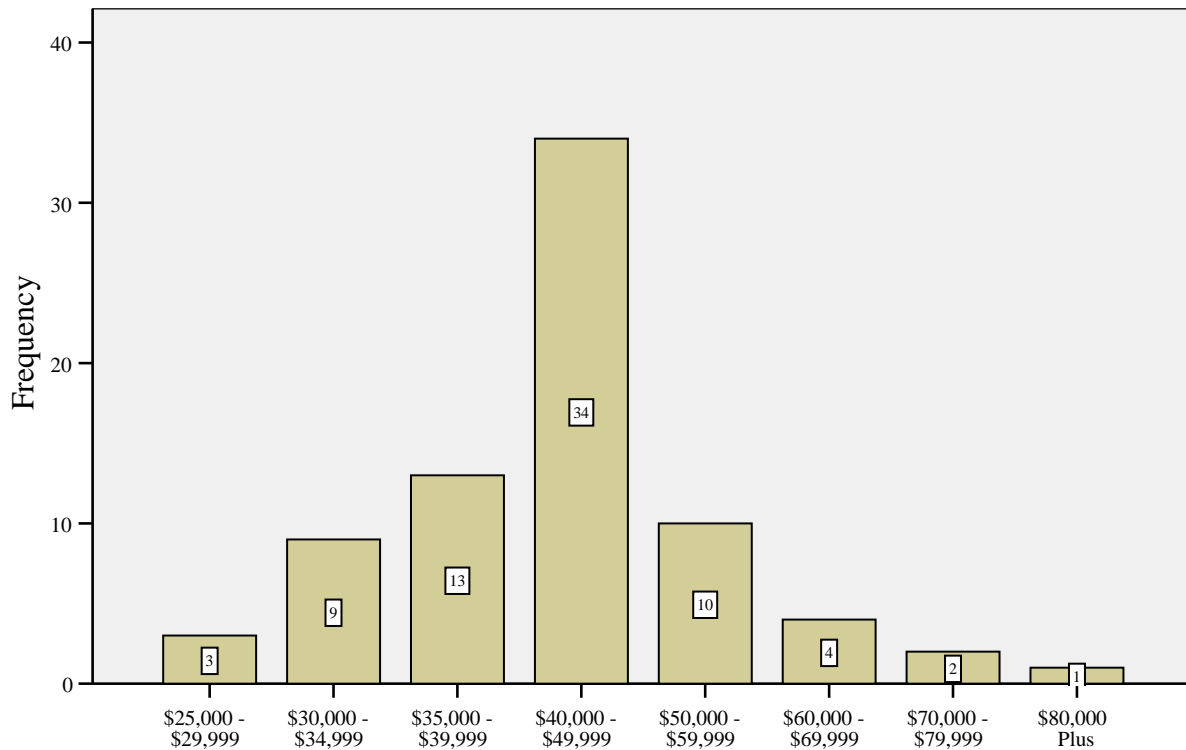
Out of the 474 respondents who reported to have a M.S.W. as their highest degree, 76 reported having between two and five years of social work experience. Those respondents who reported to have a M.S.W. as their highest social work degree, indicated having between two and five years of social work experience, and reported a current annual salary from their full-time, primary job between \$25,000.00 and \$29,999.00 were 3.9 percent ($n = 3$). Those respondents who reported to have a M.S.W. as their highest social work degree, indicated having between two and five years of social work experience, and reported a current annual salary from their

full-time, primary job between \$30,000.00 and \$34,999.00 were 11.8 percent ($n = 9$). Those respondents who reported to have a M.S.W. as their highest social work degree, indicated having between two and five years of social work experience, and reported a current annual salary from their full-time, primary job between \$35,000.00 and \$39,999.00 were 17.1 percent ($n = 13$).

Those respondents who reported to have a M.S.W. as their highest social work degree, indicated having between two and five years of social work experience, and reported a current annual salary from their full-time, primary job between \$40,000.00 and \$49,999.00 were 44.7 percent ($n = 34$). Those respondents who reported to have a M.S.W. as their highest social work degree, indicated having between two and five years of social work experience, and reported a current annual salary from their full-time, primary job between \$50,000.00 and \$59,999.00 were 13.2 percent ($n = 10$). Those respondents who reported to have a M.S.W. as their highest social work degree, indicated having between two and five years of social work experience, and reported a current annual salary from their full-time, primary job between \$60,000.00 and \$69,999.00 were 5.3 percent ($n = 4$). Those respondents who reported to have a M.S.W. as their highest social work degree, indicated having between two and five years of social work experience, and reported a current annual salary from their full-time, primary job between \$70,000.00 and \$79,999.00 were 2.6 percent ($n = 2$). Those respondents who reported to have a M.S.W. as their highest social work degree, indicated having between two and five years of social work experience, and reported a current annual salary from their full-time, primary job of \$80,000.00 plus were 1.3 percent ($n = 1$). See Figure 13 below.

Figure 13

Current Annual Salary from M.S.W. Respondents' Full-Time, Primary Job between Two and Five Years Experience

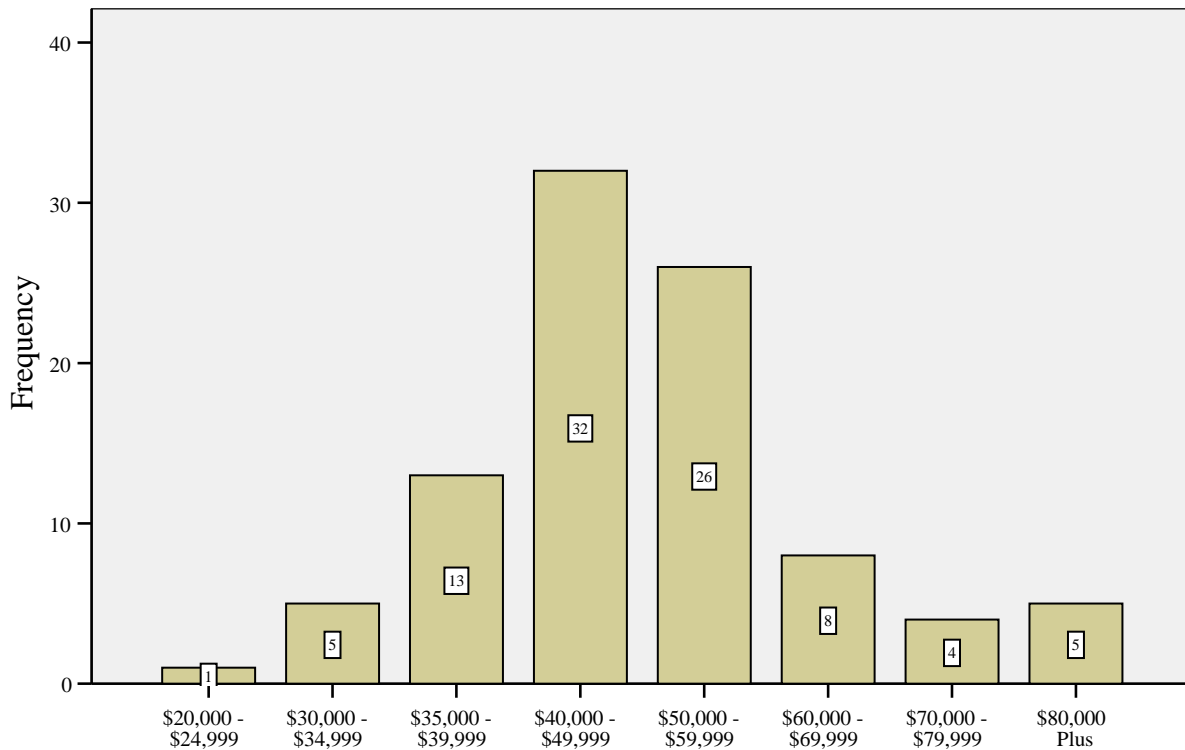


Out of the 474 respondents who reported to have a M.S.W. as their highest degree, 94 reported having between six and ten years of social work experience. Those respondents who reported to have a M.S.W. as their highest social work degree, indicated having between six and ten years of social work experience, and reported a current annual salary from their full-time, primary job between \$20,000.00 and \$24,999.00 were 1.1 percent ($n = 1$). Those respondents who reported to have a M.S.W. as their highest social work degree, indicated having between six and ten years of social work experience, and reported a current annual salary from their full-time,

primary job between \$30,000.00 and \$34,999.00 were 5.3 percent ($n = 5$). Those respondents who reported to have a M.S.W. as their highest social work degree, indicated having between six and ten years of social work experience, and reported a current annual salary from their full-time, primary job between \$35,000.00 and \$39,999.00 were 13.8 percent ($n = 13$). Those respondents who reported to have a M.S.W. as their highest social work degree, indicated having between six and ten years of social work experience, and reported a current annual salary from their full-time, primary job between \$40,000.00 and \$49,999.00 were 34.0 percent ($n = 32$). Those respondents who reported to have a M.S.W. as their highest social work degree, indicated having between six and ten years of social work experience, and reported a current annual salary from their full-time, primary job between \$50,000.00 and \$59,999.00 were 27.7 percent ($n = 26$). Those respondents who reported to have a M.S.W. as their highest social work degree, indicated having between six and ten years of social work experience, and reported a current annual salary from their full-time, primary job between \$60,000.00 and \$69,999.00 were 8.5 percent ($n = 8$). Those respondents who reported to have a M.S.W. as their highest social work degree, indicated having between six and ten years of social work experience, and reported a current annual salary from their full-time, primary job between \$70,000.00 and \$79,999.00 were 4.3 percent ($n = 4$). Those respondents who reported to have a M.S.W. as their highest social work degree, indicated having between six and ten years of social work experience, and reported a current annual salary from their full-time, primary job of \$80,000.00 plus were 5.3 percent ($n = 5$). See Figure 14 below.

Figure 14

Current Annual Salary from M.S.W. Respondents' Full-Time, Primary Job between Six and Ten Years Experience



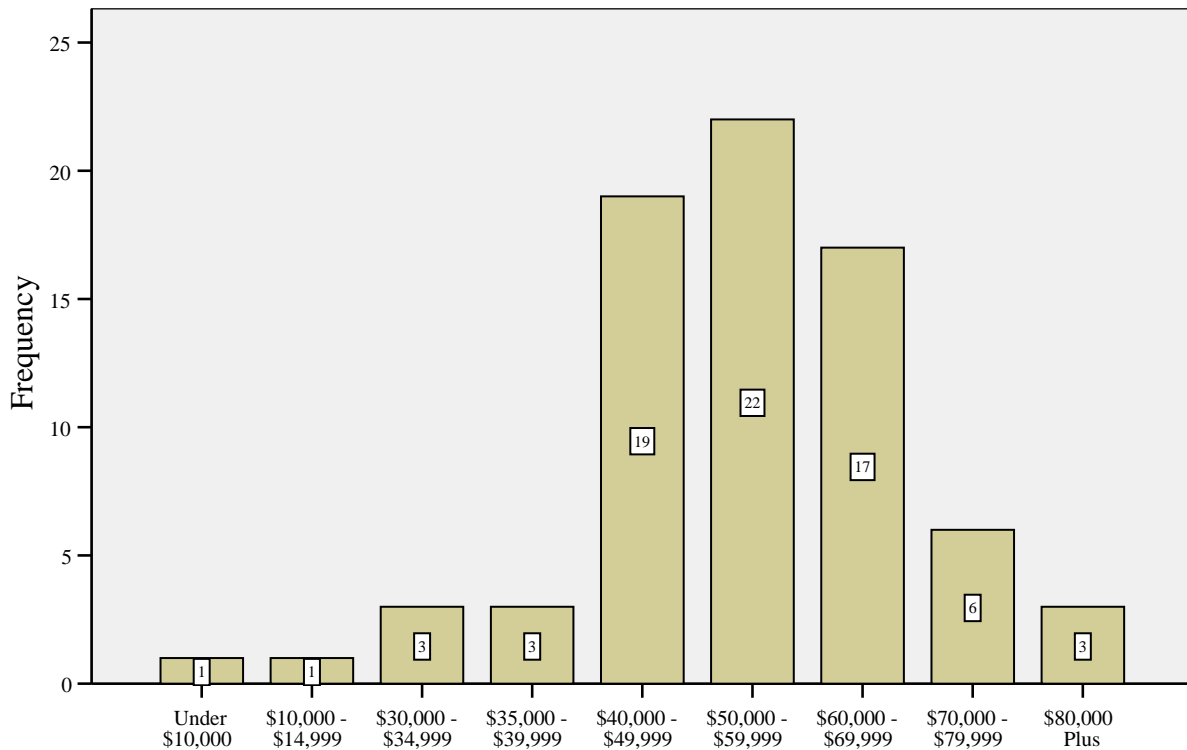
Out of the 474 respondents who reported to have a M.S.W. as their highest degree, 75 reported having between 11 and 15 years of social work experience. Those respondents who reported to have a M.S.W. as their highest social work degree, indicated having between 11 and 15 years of social work experience, and reported a current annual salary from their full-time, primary job of under \$10,000.00 were 1.3 percent ($n = 1$). Those respondents who reported to have a M.S.W. as their highest social work degree, indicated having between 11 and 15 years of social work experience, and reported a current annual salary from their full-time, primary job

between \$10,000.00 and \$14,999.00 were 1.3 percent ($n = 1$). Those respondents who reported to have a M.S.W. as their highest social work degree, indicated having between 11 and 15 years of social work experience, and reported a current annual salary from their full-time, primary job between \$30,000.00 and \$34,999.00 were 4.0 percent ($n = 3$). Those respondents who reported to have a M.S.W. as their highest social work degree, indicated having between six 11 and 15 years of social work experience, and reported a current annual salary from their full-time, primary job between \$35,000.00 and \$39,999.00 were 4.0 percent ($n = 3$). Those respondents who reported to have a M.S.W. as their highest social work degree, indicated having between 11 and 15 years of social work experience, and reported a current annual salary from their full-time, primary job between \$40,000.00 and \$49,999.00 were 25.3 percent ($n = 19$). Those respondents who reported to have a M.S.W. as their highest social work degree, indicated having between 11 and 15 years of social work experience, and reported a current annual salary from their full-time, primary job between \$50,000.00 and \$59,999.00 were 29.3 percent ($n = 22$). Those respondents who reported to have a M.S.W. as their highest social work degree, indicated having between 11 and 15 years of social work experience, and reported a current annual salary from their full-time, primary job between \$60,000.00 and \$69,999.00 were 22.7 percent ($n = 17$). Those respondents who reported to have a M.S.W. as their highest social work degree, indicated having between 11 and 15 years of social work experience, and reported a current annual salary from their full-time, primary job between \$70,000.00 and \$79,999.00 were 8.0 percent ($n = 6$). Those respondents who reported to have a M.S.W. as their highest social work degree, indicated having between 11 and 15 years of social work experience, and reported a current annual salary from their full-time, primary job of \$80,000.00 plus were 4.0 percent ($n = 3$). See Figure 15 below.

Figure 15

Current Annual Salary from M.S.W. Respondents' Full-Time, Primary Job between 11 and 15

Years Experience



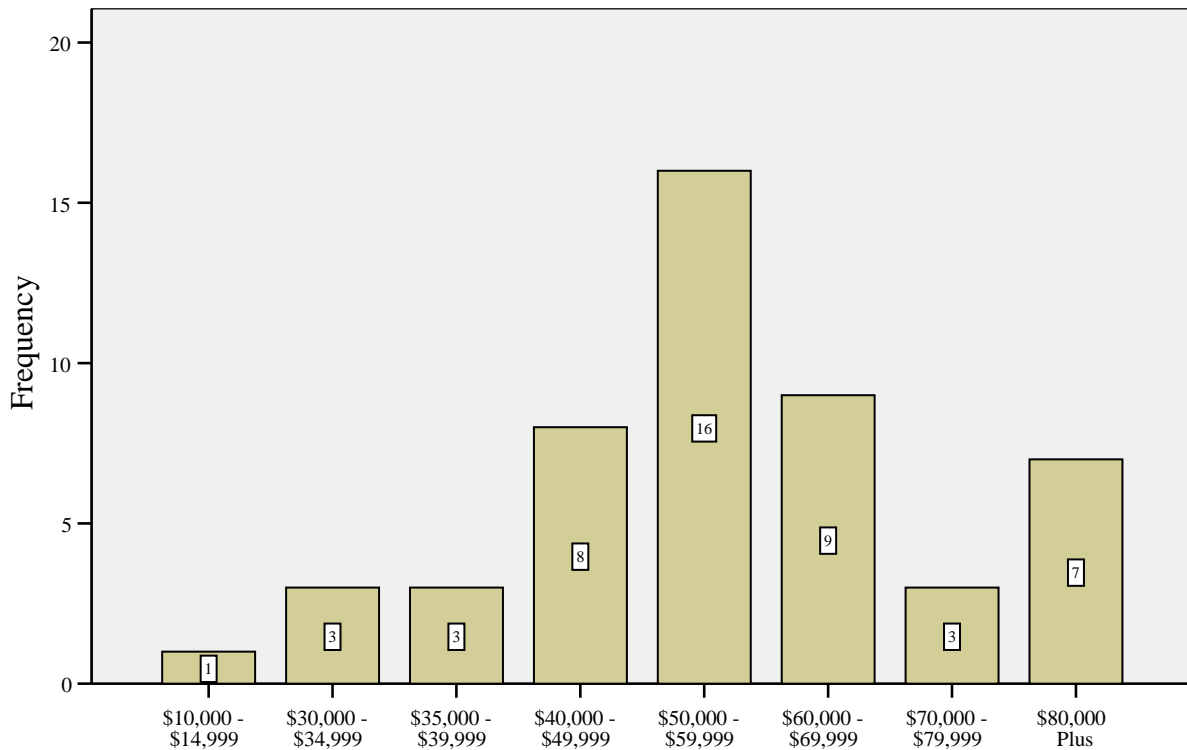
Out of the 474 respondents who reported to have a M.S.W. as their highest degree, 50 reported having between 16 and 20 years of social work experience. Those respondents who reported to have a M.S.W. as their highest social work degree, indicated having between 16 and 20 years of social work experience, and reported a current annual salary from their full-time, primary job between \$10,000.00 and \$14,999.00 were 2.0 percent ($n = 1$). Those respondents who reported to have a M.S.W. as their highest social work degree, indicated having between 16 and 20 years of social work experience, and reported a current annual salary from their full-time,

primary job between \$30,000.00 and \$34,999.00 were 6.0 percent ($n = 3$). Those respondents who reported to have a M.S.W. as their highest social work degree, indicated having between six and 20 years of social work experience, and reported a current annual salary from their full-time, primary job between \$35,000.00 and \$39,999.00 were 6.0 percent ($n = 3$). Those respondents who reported to have a M.S.W. as their highest social work degree, indicated having between 16 and 20 years of social work experience, and reported a current annual salary from their full-time, primary job between \$40,000.00 and \$49,999.00 were 16.0 percent ($n = 8$). Those respondents who reported to have a M.S.W. as their highest social work degree, indicated having between 16 and 20 years of social work experience, and reported a current annual salary from their full-time, primary job between \$50,000.00 and \$59,999.00 were 32.0 percent ($n = 16$). Those respondents who reported to have a M.S.W. as their highest social work degree, indicated having between 16 and 20 years of social work experience, and reported a current annual salary from their full-time, primary job between \$60,000.00 and \$69,999.00 were 18.0 percent ($n = 9$). Those respondents who reported to have a M.S.W. as their highest social work degree, indicated having between 16 and 20 years of social work experience, and reported a current annual salary from their full-time, primary job between \$70,000.00 and \$79,999.00 were 6.0 percent ($n = 3$). Those respondents who reported to have a M.S.W. as their highest social work degree, indicated having between 16 and 20 years of social work experience, and reported a current annual salary from their full-time, primary job of \$80,000.00 plus were 14.0 percent ($n = 7$). See Figure 16 below.

Figure 16

Current Annual Salary from M.S.W. Respondents' Full-Time, Primary Job between 16 and 20

Years Experience



Out of the 474 respondents who reported to have a M.S.W. as their highest degree, 36 reported having between 21 and 25 years of social work experience. Those respondents who reported to have a M.S.W. as their highest social work degree, indicated having between 21 and 25 years of social work experience, and reported a current annual salary from their full-time, primary job between \$30,000.00 and \$34,999.00 were 2.8 percent ($n = 1$). Those respondents who reported to have a M.S.W. as their highest social work degree, indicated having between six 21 and 25 years of social work experience, and reported a current annual salary from their full-

time, primary job between \$35,000.00 and \$39,999.00 were 5.6 percent ($n = 3$). Those respondents who reported to have a M.S.W. as their highest social work degree, indicated having between 21 and 25 years of social work experience, and reported a current annual salary from their full-time, primary job between \$40,000.00 and \$49,999.00 were 13.9 percent ($n = 5$). Those respondents who reported to have a M.S.W. as their highest social work degree, indicated having between 21 and 25 years of social work experience, and reported a current annual salary from their full-time, primary job between \$50,000.00 and \$59,999.00 were 33.3 percent ($n = 12$).

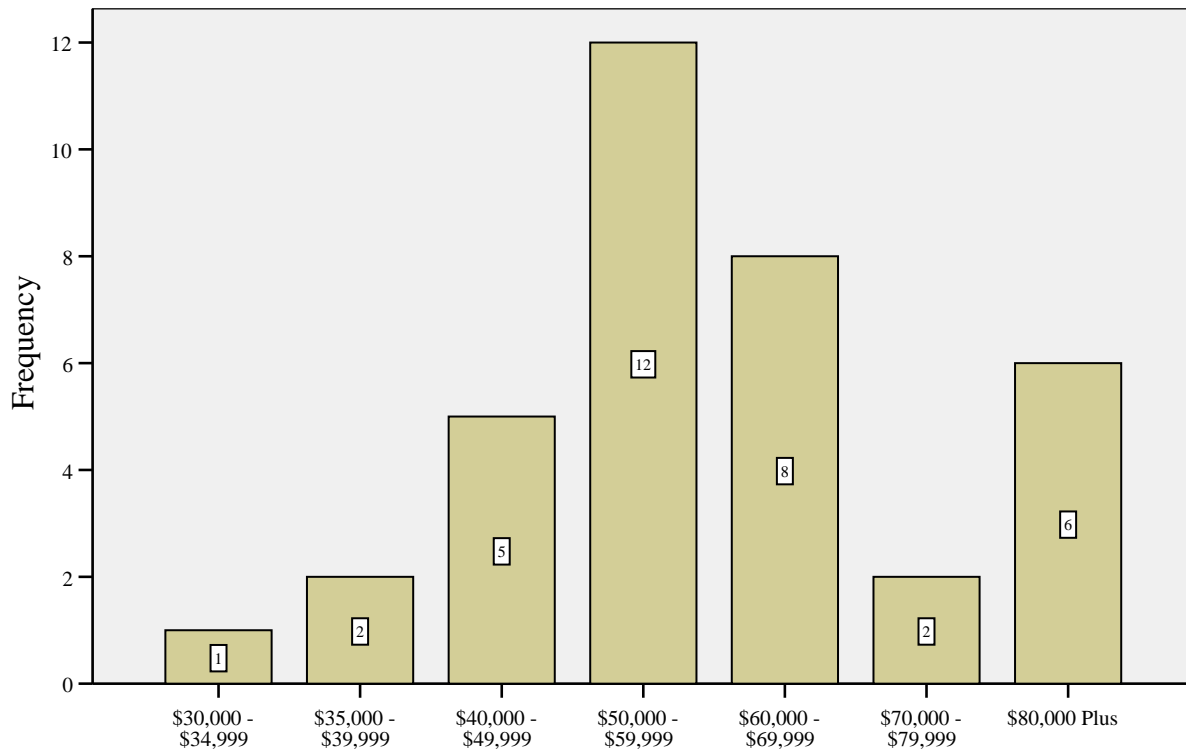
Those respondents who reported to have a M.S.W. as their highest social work degree, indicated having between 21 and 25 years of social work experience, and reported a current annual salary from their full-time, primary job between \$60,000.00 and \$69,999.00 were 22.2 percent ($n = 8$).

Those respondents who reported to have a M.S.W. as their highest social work degree, indicated having between 21 and 25 years of social work experience, and reported a current annual salary from their full-time, primary job between \$70,000.00 and \$79,999.00 were 5.6 percent ($n = 2$).

Those respondents who reported to have a M.S.W. as their highest social work degree, indicated having between 21 and 25 years of social work experience, and reported a current annual salary from their full-time, primary job of \$80,000.00 plus were 16.7 percent ($n = 6$). See Figure 17 below.

Figure 17

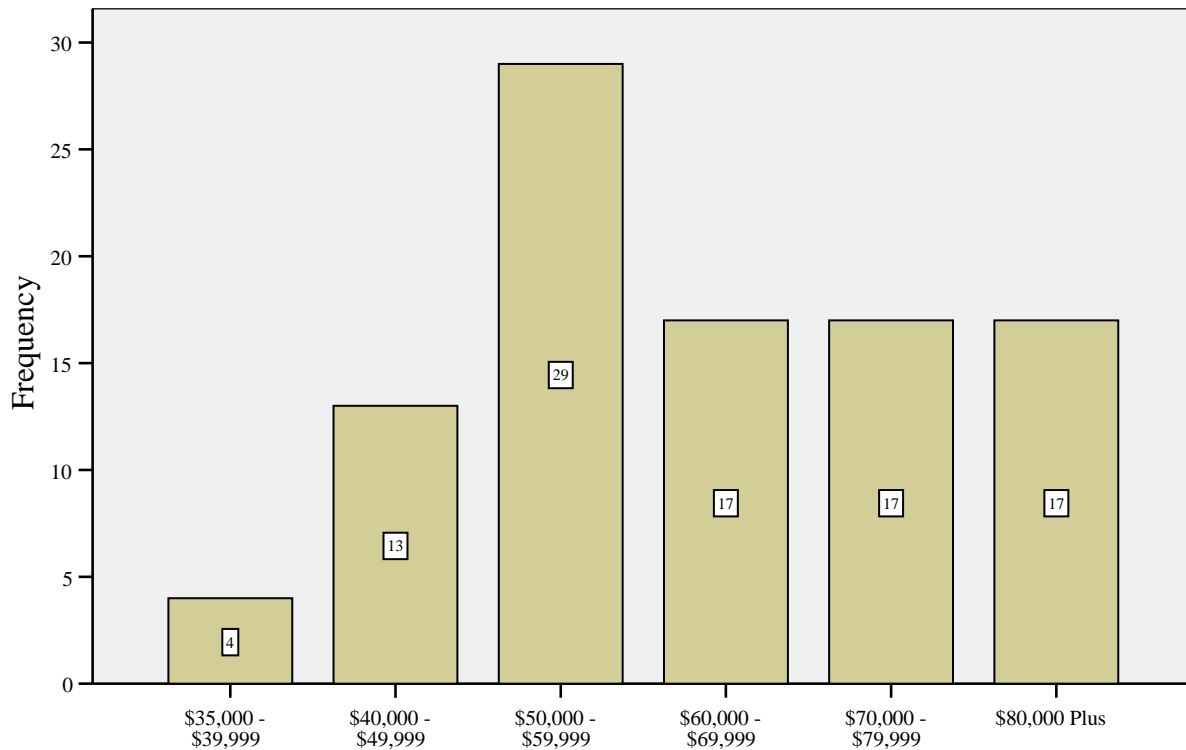
Current Annual Salary from M.S.W. Respondents' Full-Time, Primary Job between 21 and 25 Years Experience



Out of the 474 respondents who reported to have a M.S.W. as their highest degree, 97 reported having over 25 years of social work experience. Those respondents who reported to have a M.S.W. as their highest social work degree, indicated having over 25 years of social work experience, and reported a current annual salary from their full-time, primary job between \$35,000.00 and \$39,999.00 were 4.1 percent ($n = 4$). Those respondents who reported to have a M.S.W. as their highest social work degree, indicated having over 25 years of social work experience, and reported a current annual salary from their full-time, primary job between

\$40,000.00 and \$49,999.00 were 13.4 percent ($n = 13$). Those respondents who reported to have a M.S.W. as their highest social work degree, indicated having over 25 years of social work experience, and reported a current annual salary from their full-time, primary job between \$50,000.00 and \$59,999.00 were 29.9 percent ($n = 29$). Those respondents who reported to have a M.S.W. as their highest social work degree, indicated having over 25 years of social work experience, and reported a current annual salary from their full-time, primary job between \$60,000.00 and \$69,999.00 were 17.5 percent ($n = 17$). Those respondents who reported to have a M.S.W. as their highest social work degree, indicated having over 25 years of social work experience, and reported a current annual salary from their full-time, primary job between \$70,000.00 and \$79,999.00 were 17.5 percent ($n = 17$). Those respondents who reported to have a M.S.W. as their highest social work degree, indicated having over 25 years of social work experience, and reported a current annual salary from their full-time, primary job of \$80,000.00 plus were 17.5 percent ($n = 17$). See Figure 18 below.

Figure 18

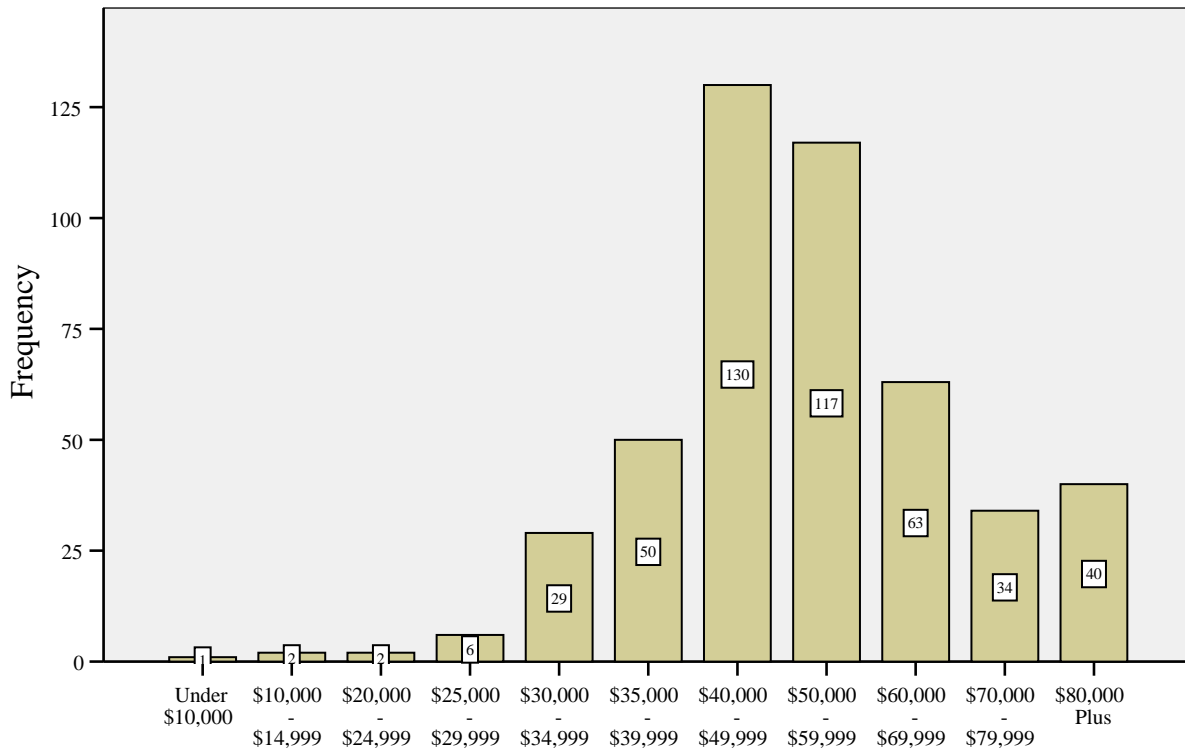
Current Annual Salary from M.S.W. Respondents' Full-Time, Primary Job with Over 25 YearsExperience

Across all 474 respondents who reported to have a M.S.W. as their highest degree, the modal salary range of their reported current annual salary from their full-time, primary job was between \$40,000.00 and \$49,000.00 ($n = 16$; 23.5%), and their median salary range of their reported current annual salary from their full-time, primary job was between \$50,000.00 and \$59,999.00. This analysis did not control for other variables (e.g., years experience, license, region, work setting, gender, and so forth). The distributions of M.S.W. annual salaries, who

were employed in a full-time capacity, ranged from under \$10,000.00 to over \$80,000.00. See Figure 19 below.

Figure 19

Current Annual Salary from M.S.W. Respondents' Full-Time, Primary Job across all M.S.W. Respondents



The above data from M.S.W. respondents suggests that the average M.S.W. level social worker has an annual salary between \$40,000.00 and \$59,000.00. The majority of the 474 M.S.W. level respondents reported to have an annual salary from their primary job between \$35,000.00 and \$69,999.00 ($n = 360, 76.0\%$). The overall lowest paid M.S.W. level respondents reported an annual salary from their full-time, primary job being under \$10,000.00 ($n = 1, 0.2\%$)

and the highest paid M.S.W. level respondents reported an annual salary from their full-time, primary job being over \$80,000.00 ($n = 40$, 8.4%). A visual inspection of the M.S.W. level salary data from this survey suggests that most M.S.W. respondents had a starting annual salary from their full-time, primary job between \$40,000.00 and \$49,999.00 ($n = 19$, 41.3%) and tend to top-out with 11 to 15 years experience with annual salaries from their full-time, primary job reported to be between \$50,000 and \$59,999.00 ($n = 22$, 29.3%).

Doctoral (Ed.D./D.S.W./Ph.D.) level salary data. Out of the 699 respondents to the 2007 - 2008 NASW Texas Salary Survey, 55 cases were valid and there were no missing cases for this analysis. Out of the 55 respondents who reported to have a Ed.D./D.S.W./Ph.D. as their highest degree, two reported having less than two years of social work experience. Those respondents who reported to have a Ed.D./D.S.W./Ph.D. as their highest social work or social work related degree, indicated having between two and five years of social work experience, and reported a current annual salary from their full-time, primary job between \$20,000.00 and \$24,999.00 were 50.0 percent ($n = 1$). Those respondents who reported to have a Ed.D./D.S.W./Ph.D. as their highest social work or social work related degree, indicated having between two and five years of social work experience, and reported a current annual salary from their full-time, primary job between \$25,000.00 and \$29,999.00 were 50.0 percent ($n = 1$). See Figure 20 below.

Figure 20

Current Annual Salary from Ed.D./D.S.W./Ph.D. Respondents' Full-Time, Primary Job between Two and Five Years Experience

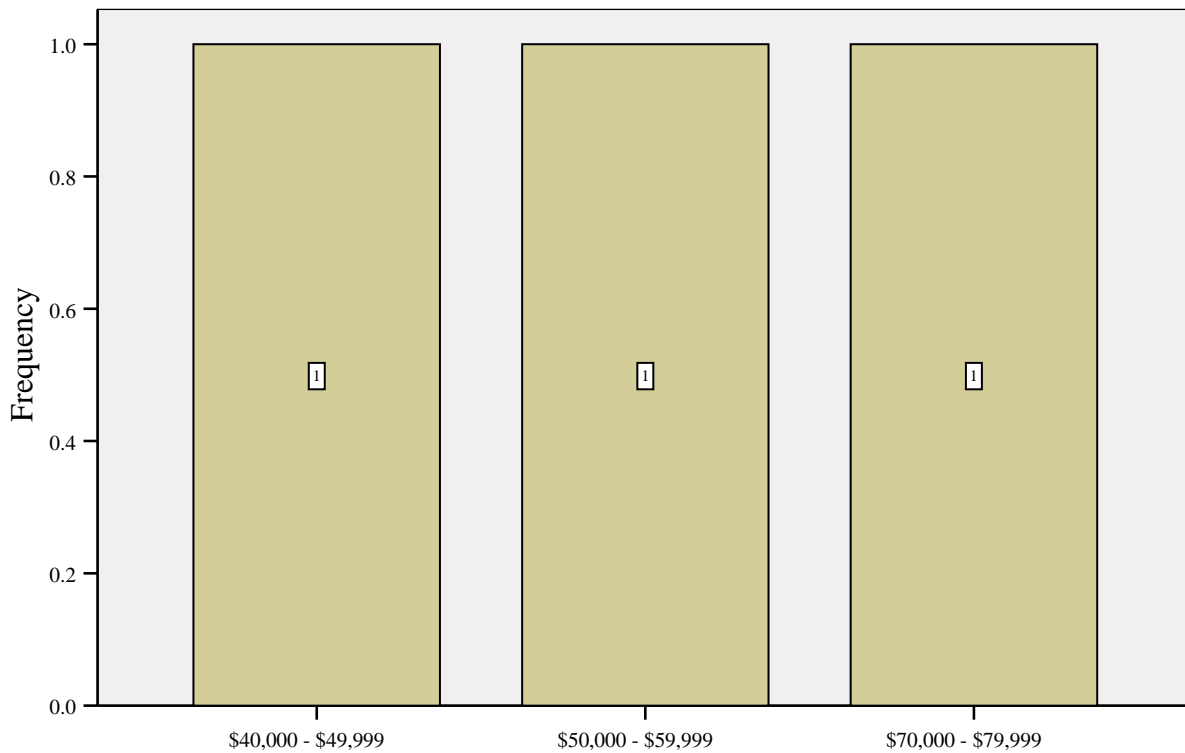


Out of the 55 respondents who reported to have a Ed.D./D.S.W./Ph.D. as their highest degree, three reported having between six and ten years of social work experience. Those respondents who reported to have a Ed.D./D.S.W./Ph.D. as their highest social work or social work related degree, indicated having between six and ten years of social work experience, and reported a current annual salary from their full-time, primary job between \$40,000.00 and \$49,999.00 were 33.3 percent ($n = 1$). Those respondents who reported to have a Ed.D./D.S.W./Ph.D. as their highest social work or social work related degree, indicated having

between six and ten years of social work experience, and reported a current annual salary from their full-time, primary job between \$50,000.00 and \$59,999.00 were 33.3 percent ($n = 1$). Those respondents who reported to have a Ed.D./D.S.W./Ph.D. as their highest social work or social work related degree, indicated having between six and ten years of social work experience, and reported a current annual salary from their full-time, primary job between \$70,000.00 and \$79,999.00 were 33.3 percent ($n = 1$). See Figure 21 below.

Figure 21

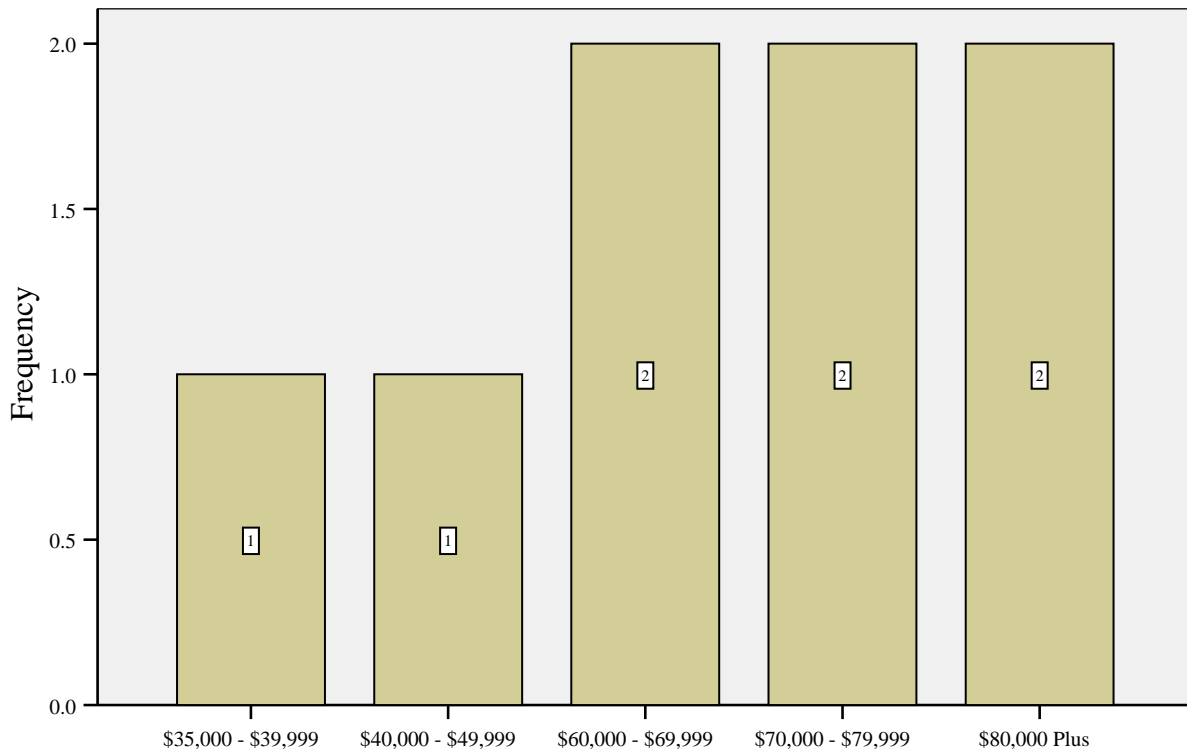
Current Annual Salary from Ed.D./D.S.W./Ph.D. Respondents' Full-Time, Primary Job between Six and Ten Years Experience



Out of the 55 respondents who reported to have a Ed.D./D.S.W./Ph.D. as their highest degree, eight reported having between 11 and 15 years of social work experience. Those respondents who reported to have a Ed.D./D.S.W./Ph.D. as their highest social work or social work related degree, indicated having between six 11 and 15 years of social work experience, and reported a current annual salary from their full-time, primary job between \$35,000.00 and \$39,999.00 were 12.5 percent ($n = 1$). Those respondents who reported to have a Ed.D./D.S.W./Ph.D. as their highest social work or social work related degree, indicated having between 11 and 15 years of social work experience, and reported a current annual salary from their full-time, primary job between \$40,000.00 and \$49,999.00 were 12.5 percent ($n = 1$). Those respondents who reported to have a Ed.D./D.S.W./Ph.D. as their highest social work or social work related degree, indicated having between 11 and 15 years of social work experience, and reported a current annual salary from their full-time, primary job between \$60,000.00 and \$69,999.00 were 25.0 percent ($n = 2$). Those respondents who reported to have a Ed.D./D.S.W./Ph.D. as their highest social work or social work related degree, indicated having between 11 and 15 years of social work experience, and reported a current annual salary from their full-time, primary job between \$70,000.00 and \$79,999.00 were 25.0 percent ($n = 2$). Those respondents who reported to have a Ed.D./D.S.W./Ph.D. as their highest social work or social work related degree, indicated having between 11 and 15 years of social work experience, and reported a current annual salary from their full-time, primary job of \$80,000.00 and over were 25.0 percent ($n = 2$). See Figure 22 below.

Figure 22

Current Annual Salary from Ed.D./D.S.W./Ph.D. Respondents' Full-Time, Primary Job between 11 and 15 Years Experience

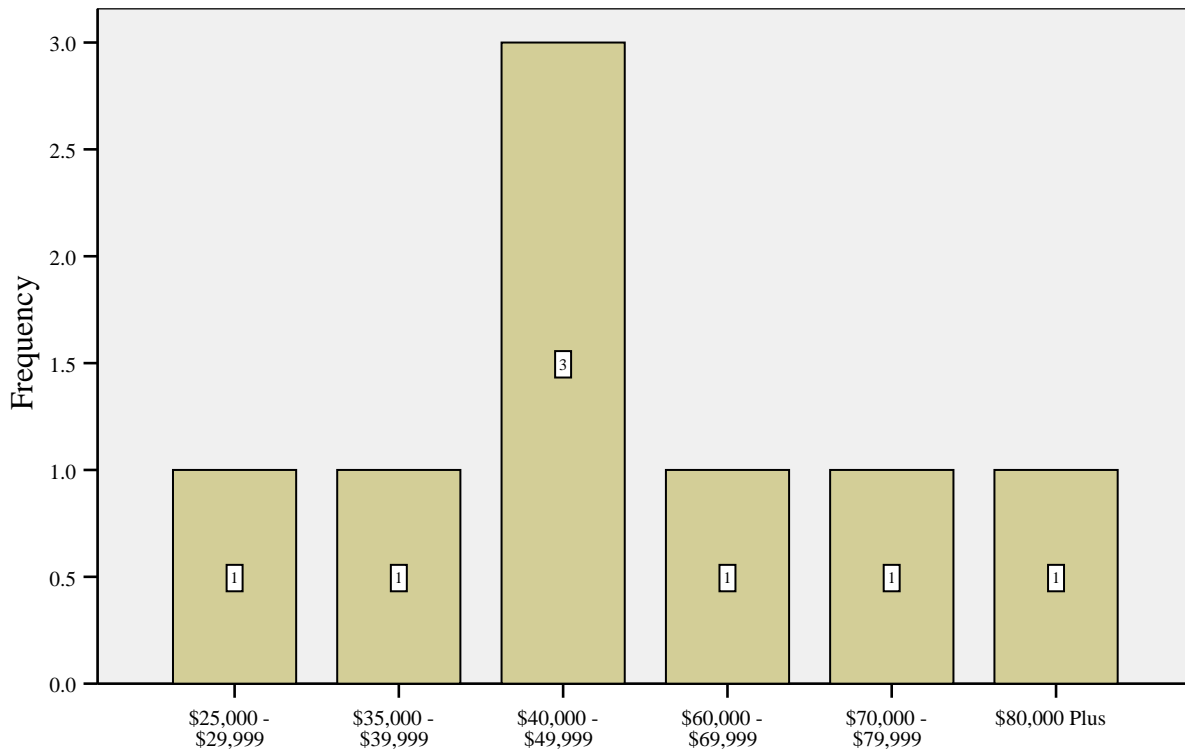


Out of the 55 respondents who reported to have a Ed.D./D.S.W./Ph.D. as their highest degree, eight reported having between 16 and 20 years of social work experience. Those respondents who reported to have a Ed.D./D.S.W./Ph.D. as their highest social work or social work related degree, indicated having between 16 and 20 years of social work experience, and reported a current annual salary from their full-time, primary job between \$25,000.00 and \$29,999.00 were 12.5 percent ($n = 1$). Those respondents who reported to have a Ed.D./D.S.W./Ph.D. as their highest social work or social work related degree, indicated having

between 16 and 20 years of social work experience, and reported a current annual salary from their full-time, primary job between \$35,000.00 and \$39,999.00 were 12.5 percent ($n = 1$). Those respondents who reported to have a Ed.D./D.S.W./Ph.D. as their highest social work or social work related degree, indicated having between 16 and 20 years of social work experience, and reported a current annual salary from their full-time, primary job between \$40,000.00 and \$49,999.00 were 37.5 percent ($n = 3$). Those respondents who reported to have a Ed.D./D.S.W./Ph.D. as their highest social work or social work related degree, indicated having between 16 and 20 years of social work experience, and reported a current annual salary from their full-time, primary job between \$60,000.00 and \$69,999.00 were 12.5 percent ($n = 1$). Those respondents who reported to have a Ed.D./D.S.W./Ph.D. as their highest social work or social work related degree, indicated having between 16 and 20 years of social work experience, and reported a current annual salary from their full-time, primary job between \$70,000.00 and \$79,999.00 were 12.5 percent ($n = 1$). Those respondents who reported to have a Ed.D./D.S.W./Ph.D. as their highest social work or social work related degree, indicated having between 16 and 20 years of social work experience, and reported a current annual salary from their full-time, primary job of \$80,000.00 and over were 12.5 percent ($n = 1$). See Figure 23 below.

Figure 23

Current Annual Salary from Ed.D./D.S.W./Ph.D. Respondents' Full-Time, Primary Job between 16 and 20 Years Experience

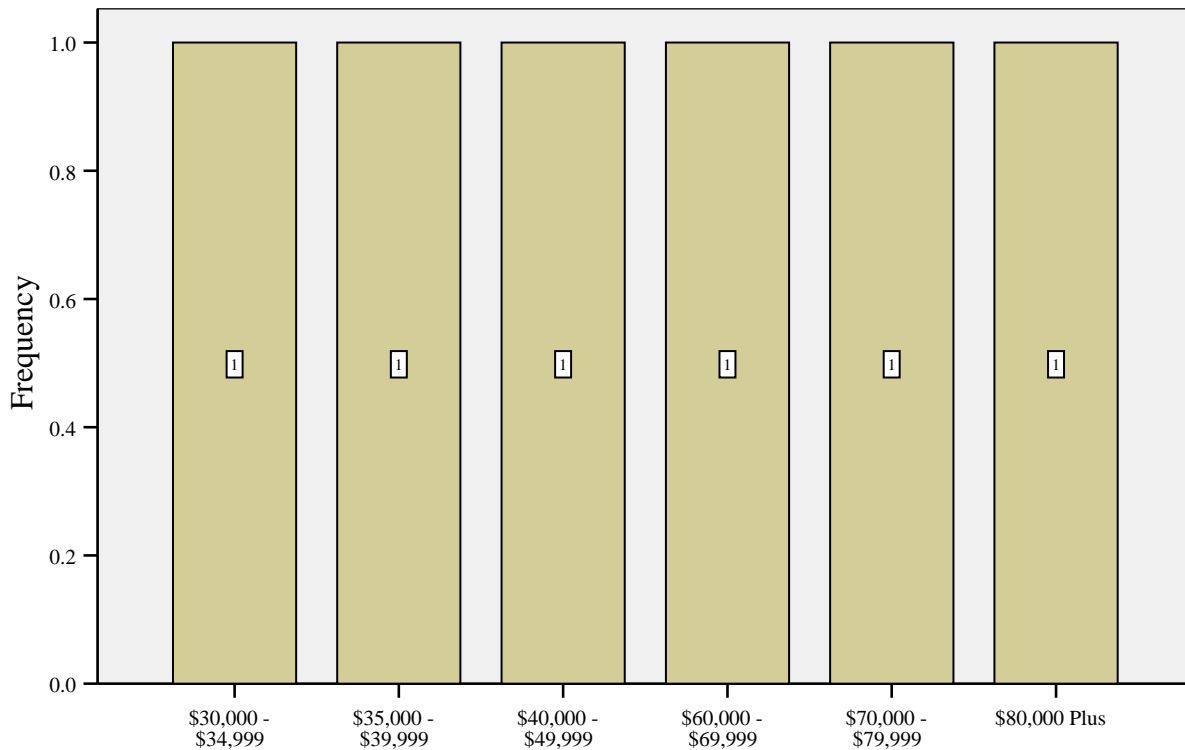


Out of the 55 respondents who reported to have a Ed.D./D.S.W./Ph.D. as their highest degree, six reported having between 21 and 25 years of social work experience. Those respondents who reported to have a Ed.D./D.S.W./Ph.D. as their highest social work or social work related degree, indicated having between 21 and 25 years of social work experience, and reported a current annual salary from their full-time, primary job between \$30,000.00 and \$34,999.00 were 16.7 percent ($n = 1$). Those respondents who reported to have a Ed.D./D.S.W./Ph.D. as their highest social work or social work related degree, indicated having

between six 21 and 25 years of social work experience, and reported a current annual salary from their full-time, primary job between \$35,000.00 and \$39,999.00 were 16.7 percent ($n = 1$). Those respondents who reported to have a Ed.D./D.S.W./Ph.D. as their highest social work or social work related degree, indicated having between 21 and 25 years of social work experience, and reported a current annual salary from their full-time, primary job between \$40,000.00 and \$49,999.00 were 16.7 percent ($n = 1$). Those respondents who reported to have a Ed.D./D.S.W./Ph.D. as their highest social work or social work related degree, indicated having between 21 and 25 years of social work experience, and reported a current annual salary from their full-time, primary job between \$60,000.00 and \$69,999.00 were 16.7 percent ($n = 1$). Those respondents who reported to have a Ed.D./D.S.W./Ph.D. as their highest social work or social work related degree, indicated having between 21 and 25 years of social work experience, and reported a current annual salary from their full-time, primary job between \$70,000.00 and \$79,999.00 were 16.7 percent ($n = 1$). Those respondents who reported to have a Ed.D./D.S.W./Ph.D. as their highest social work or social work related degree, indicated having between 21 and 25 years of social work experience, and reported a current annual salary from their full-time, primary job of \$80,000.00 and over were 16.7 percent ($n = 1$). See Figure 24 below.

Figure 24

Current Annual Salary from Ed.D./D.S.W./Ph.D. Respondents' Full-Time, Primary Job between 21 and 25 Years Experience

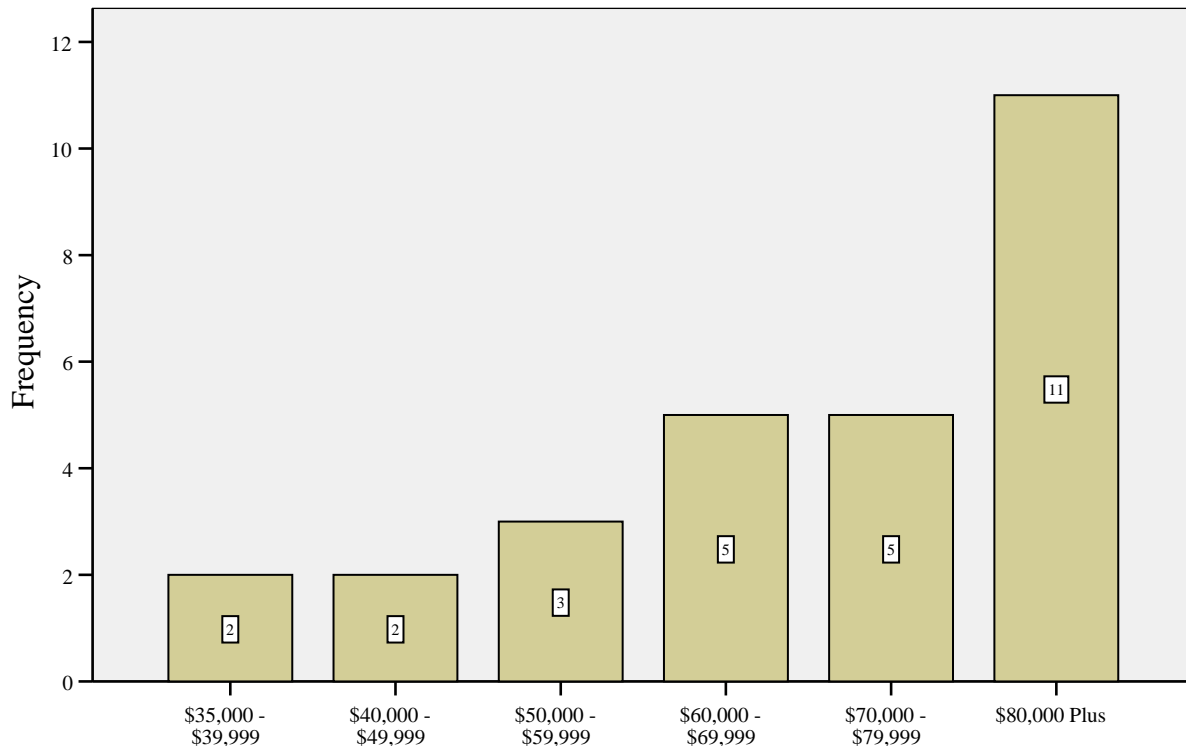


Out of the 55 respondents who reported to have a Ed.D./D.S.W./Ph.D. as their highest degree, 28 reported having over 25 years of social work experience. Those respondents who reported to have a Ed.D./D.S.W./Ph.D. as their highest social work or social work related degree, indicated having over 25 years of social work experience, and reported a current annual salary from their full-time, primary job between \$35,000.00 and \$39,999.00 were 7.1 percent ($n = 2$). Those respondents who reported to have a Ed.D./D.S.W./Ph.D. as their highest social work or social work related degree, indicated having over 25 years of social work experience, and

reported a current annual salary from their full-time, primary job between \$40,000.00 and \$49,999.00 were 7.1 percent ($n = 2$). Those respondents who reported to have a Ed.D./D.S.W./Ph.D. as their highest social work or social work related degree, indicated having over 25 years of social work experience, and reported a current annual salary from their full-time, primary job between \$50,000.00 and \$59,999.00 were 10.7 percent ($n = 3$). Those respondents who reported to have a Ed.D./D.S.W./Ph.D. as their highest social work or social work related degree, indicated having over 25 years of social work experience, and reported a current annual salary from their full-time, primary job between \$60,000.00 and \$69,999.00 were 17.9 percent ($n = 5$). Those respondents who reported to have a Ed.D./D.S.W./Ph.D. as their highest social work or social work related degree, indicated having over 25 years of social work experience, and reported a current annual salary from their full-time, primary job between \$70,000.00 and \$79,999.00 were 17.9 percent ($n = 5$). Those respondents who reported to have a Ed.D./D.S.W./Ph.D. as their highest social work or social work related degree, indicated having over 25 years of social work experience, and reported a current annual salary from their full-time, primary job of \$80,000.00 and over were 39.3 percent ($n = 11$). See Figure 25 below.

Figure 25

Current Annual Salary from Ed.D./D.S.W./Ph.D. Respondents' Full-Time, Primary Job with Over 25 Years Experience

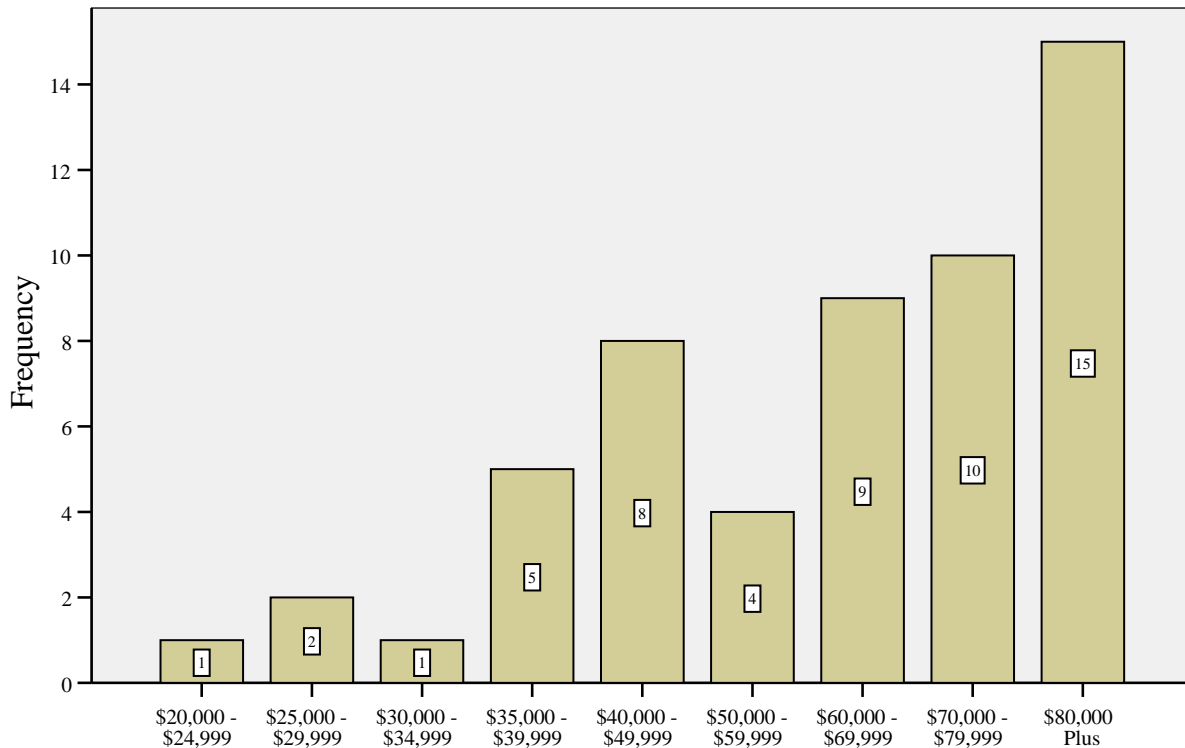


Across all 55 respondents who reported to have a Ed.D./D.S.W./Ph.D. as their highest degree, the modal salary range of their reported current annual salary from their full-time, primary job was over \$80,000.00 ($n = 15$; 27.3%), and their median salary range of their reported current annual salary from their full-time, primary job was between \$60,000.00 and \$69,999.00. This analysis did not control for other variables (e.g., years experience, license, region, work setting, gender, and so forth). The distributions of Ed.D./D.S.W./Ph.D. annual salaries, who were

employed in a full-time capacity, ranged from \$20,000.00 to \$80,000.00 and over. See Figure 26 below.

Figure 26

Current Annual Salary from Ed.D./D.S.W./Ph.D. Respondents' Full-Time, Primary Job across all Ed.D./D.S.W./Ph.D. Respondents



The above data from Ed.D./D.S.W./Ph.D. respondents suggests that the average Ed.D./D.S.W./Ph.D. level social worker has an annual salary of \$80,000.00 and over. The majority of the Ed.D./D.S.W./Ph.D. level respondents reported to have an annual salary from their primary job between \$60,000.00 and \$80,000.00 and over ($n= 34, 61.8\%$). The overall lowest paid Ed.D./D.S.W./Ph.D. level respondents reported an annual salary from their full-time,

primary job between \$20,000.00 and \$24,999.00 ($n = 1$, 1.8%) and the highest paid Ed.D./D.S.W./Ph.D. level respondents reported an annual salary from their full-time, primary job being \$80,000.00 and over ($n = 15$, 27.3%). A visual inspection of the Ed.D./D.S.W./Ph.D. level salary data from this survey suggests that most Ed.D./D.S.W./Ph.D. respondents had a starting annual salary from their full-time, primary job between \$40,000.00 and \$49,999.00 ($n = 8$, 14.5%) and tend to top-out with over 25 years experience with annual salaries from their full-time, primary job reported to be \$80,000 and over ($n = 15$, 27.3%).

Salary by License

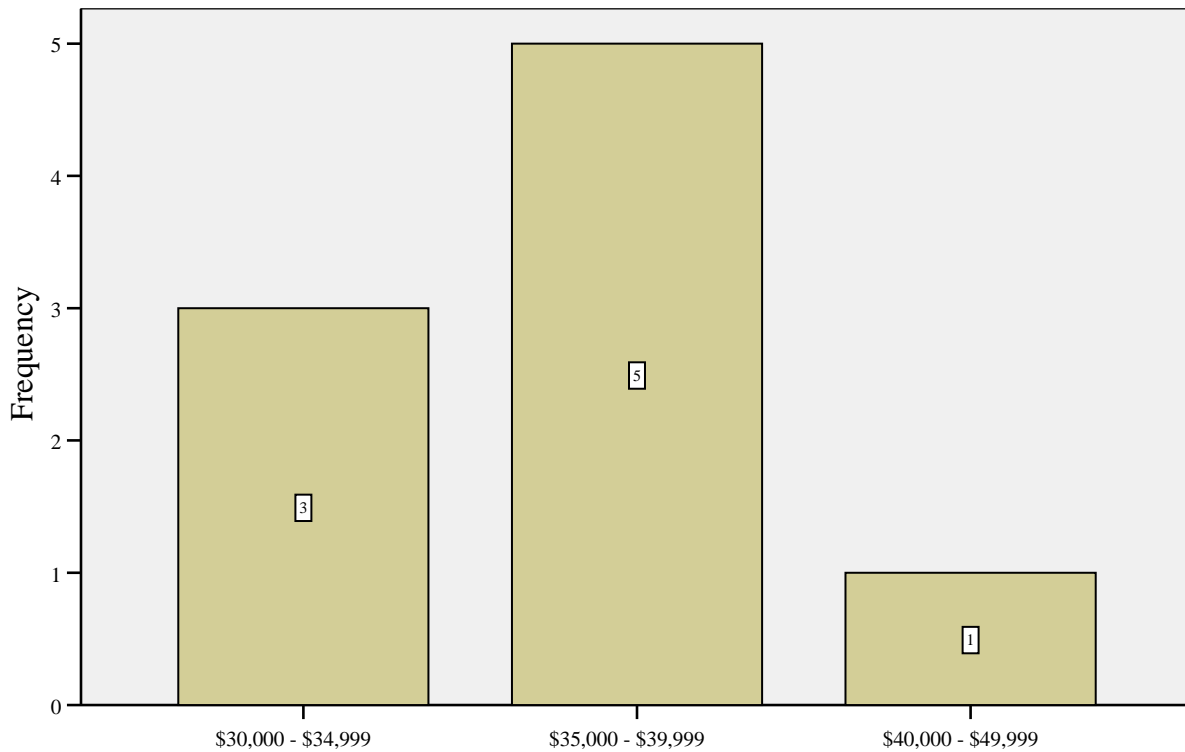
Frequencies and crosstabulation was used to assess the relationship between respondents' licensure level in social work and their self-reported, current annual salary from their full-time, primary job. Licensure level was divided into those social workers with a Licensed Baccalaureate Social Worker (LBSW) license as their highest social work license; a Licensed Master Social Worker (LMSW) as their highest social work license; and a Licensed Clinical Social Worker (LCSW) as their highest social work license. This researcher acknowledges the existence of other social work licenses (in Texas) including the Licensed Baccalaureate Social Worker-Independent Practice Recognition (LBSW-IPR, $n = 1$), Licensed Master Social Worker-Independent Practice Recognition (LMSW-IPR, $n = 7$), Licensed Master Social Worker-Advanced Practitioner (LMSW-AP, $n = 16$); however, there were simply not enough data to support an analysis of these licensure levels. The only exception is that a distribution is presented for the LMSW-AP license without controlling for social work practice experience. Current annual salary from their primary job was divided into 13 ordinal response choices including: "Under \$10,000," "\$10,000 - \$14,999," "\$15,000 - \$17,499," "\$17,500 - \$19,999," "\$20,000 - \$24,999," "\$25,000 - \$29,999," "\$30,000 - \$34,999," "\$35,000 - \$39,999," "\$40,000 - \$49,999,"

“\$50,000 - \$59,999,” “\$60,000 - \$69,999,” “\$70,000 - \$79,999,” and “\$80,000+”. One should note that some salary responses were not endorsed by some respondents in the analysis below. Furthermore, in this analysis years of experience (except for the LMSW-AP analysis) and full-time job status were used as control variables; no other variables were controlled for in this analysis (e.g., gender, age, education, region, and so forth).

LBSW level salary data. Out of the 699 respondents to the 2007 - 2008 NASW Texas Salary Survey, 62 cases were valid and there were no missing cases for this analysis. Out of the 62 respondents who reported to have a LBSW as their highest social work license, nine reported having less than two years of social work experience. Those respondents who reported to have a LBSW as their highest social work license, indicated less than two years of social work experience, and reported a current annual salary from their full-time, primary job between \$30,000.00 and \$34,999.00 were 33.3 percent ($n = 3$). Those respondents who reported to have a LBSW as their highest social work license, indicated less than two years of social work experience, and reported a current annual salary from their full-time, primary job between \$35,000.00 and \$39,999.00 were 55.6 percent ($n = 5$). Those respondents who reported to have a LBSW as their highest social work license, indicated less than two years of social work experience, and reported a current annual salary from their full-time, primary job between \$40,000.00 and \$49,999.00 were 11.1 percent ($n = 1$). See Figure 27 below.

Figure 27

Current Annual Salary from LBSW Respondents' Full-Time, Primary Job with Less than Two Years Experience

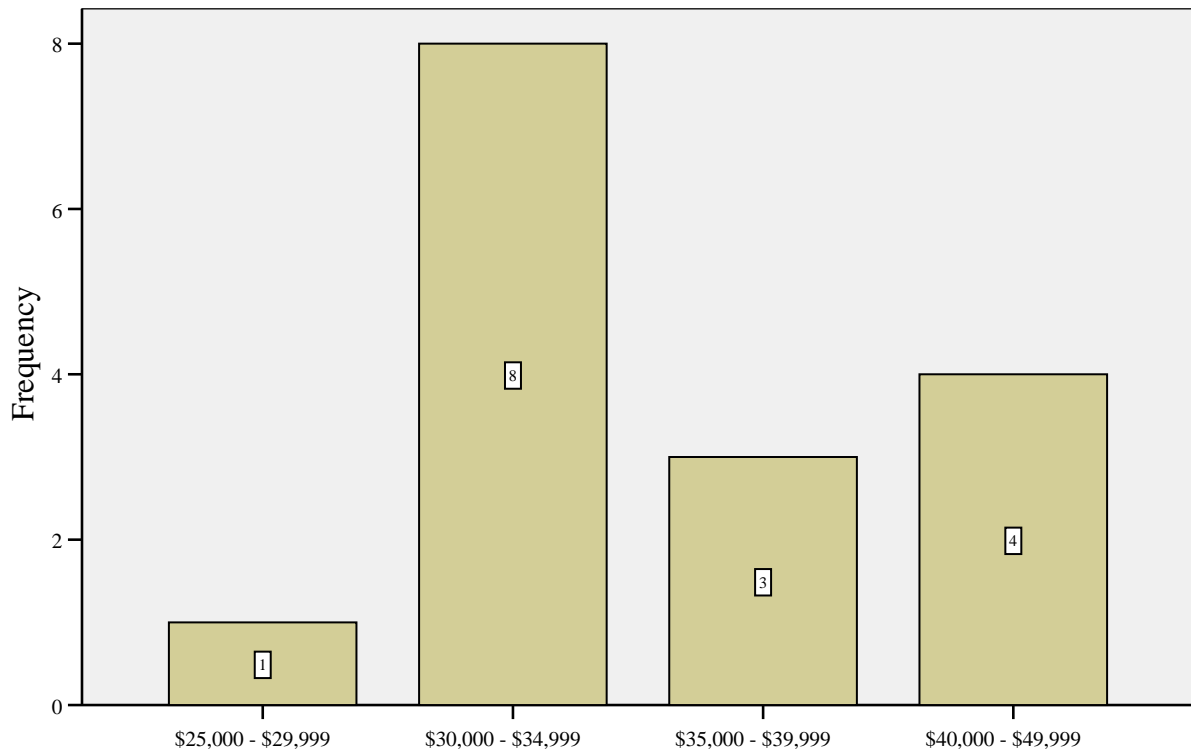


Out of the 62 respondents who reported to have a LBSW as their highest social work license, 16 reported having between two and five years of social work experience. Those respondents who reported to have a LBSW as their highest social work license, indicated having between two and five years of social work experience, and reported a current annual salary from their full-time, primary job between \$25,000.00 and \$29,999.00 were 6.3 percent ($n = 1$). Those respondents who reported to have a LBSW as their highest social work license, indicated having between two and five years of social work experience, and reported a current annual salary from

their full-time, primary job between \$30,000.00 and \$34,999.00 were 50.0 percent ($n = 8$). Those respondents who reported to have a LBSW as their highest social work license, indicated having between two and five years of social work experience, and reported a current annual salary from their full-time, primary job between \$35,000.00 and \$39,999.00 were 18.8 percent ($n = 3$). Those respondents who reported to have a LBSW as their highest social work license, indicated having between two and five years of social work experience, and reported a current annual salary from their full-time, primary job between \$40,000.00 and \$49,999.00 were 25.0 percent ($n = 4$). See Figure 28 below.

Figure 28

Current Annual Salary from LBSW Respondents' Full-Time, Primary Job between Two and Five Years Experience

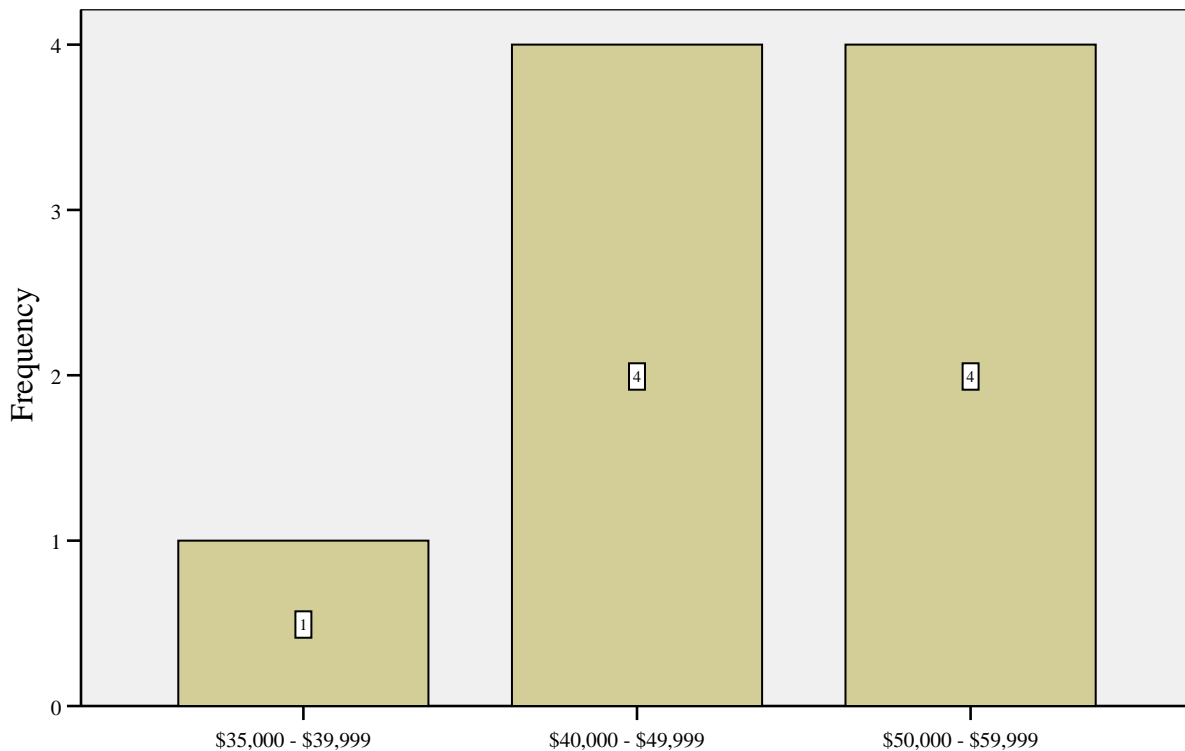


Out of the 62 respondents who reported to have a LBSW as their highest social work license, nine reported having between six and ten years of social work experience. Those respondents who reported to have a LBSW as their highest social work license, indicated having between six and ten years of social work experience, and reported a current annual salary from their full-time primary job between \$35,000.00 and \$39,999.00 were 11.1 percent ($n = 1$). Those respondents who reported to have a LBSW as their highest social work license, indicated having between six and ten years of social work experience, and reported a current annual salary from

their full-time primary job between \$40,000.00 and \$49,999.00 were 44.4 percent ($n = 4$). Those respondents who reported to have a LBSW as their highest social work license, indicated having between six and ten years of social work experience, and reported a current annual salary from their full-time primary job between \$50,000.00 and \$59,999.00 were 44.4 percent ($n = 4$). See Figure 29 below.

Figure 29

Current Annual Salary from LBSW Respondents' Full-Time, Primary Job between Six and Ten Years Experience

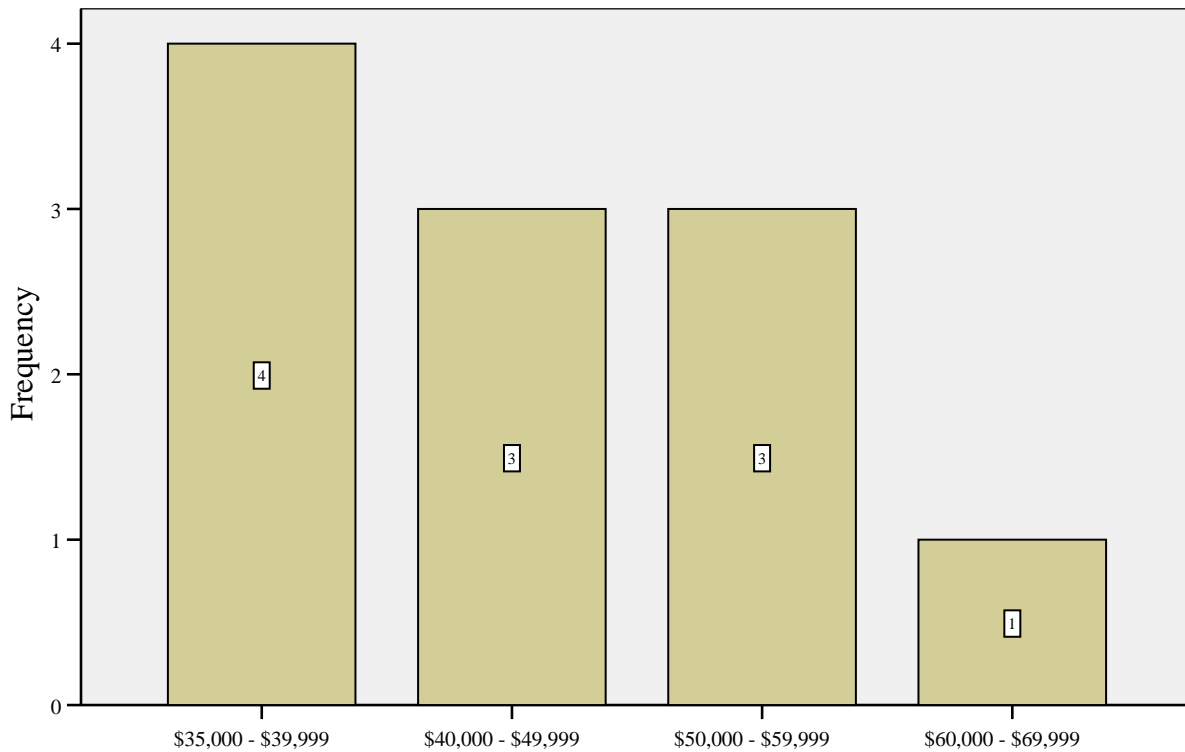


Out of the 62 respondents who reported to have a LBSW as their highest social work license, 11 reported having between 11 and 15 years of social work experience. Those

respondents who reported to have a LBSW as their highest social work license, indicated having between 11 and 15 years of social work experience, and reported a current annual salary from their full-time, primary job between \$35,000.00 and \$39,999.00 were 36.4 percent ($n = 4$). Those respondents who reported to have a LBSW as their highest social work license, indicated having between 11 and 15 years of social work experience, and reported a current annual salary from their full-time, primary job between \$40,000.00 and \$49,999.00 were 27.3 percent ($n = 3$). Those respondents who reported to have a LBSW as their highest social work license, indicated having between 11 and 15 years of social work experience, and reported a current annual salary from their full-time, primary job between \$50,000.00 and \$59,999.00 were 23.7 percent ($n = 3$). Those respondents who reported to have a LBSW as their highest social work license, indicated having between 11 and 15 years of social work experience, and reported a current annual salary from their full-time, primary job between \$60,000.00 and \$69,999.00 were 9.1 percent ($n = 1$). See Figure 30 below.

Figure 30

Current Annual Salary from LBSW Respondents' Full-Time, Primary Job between 11 and 15 Years Experience



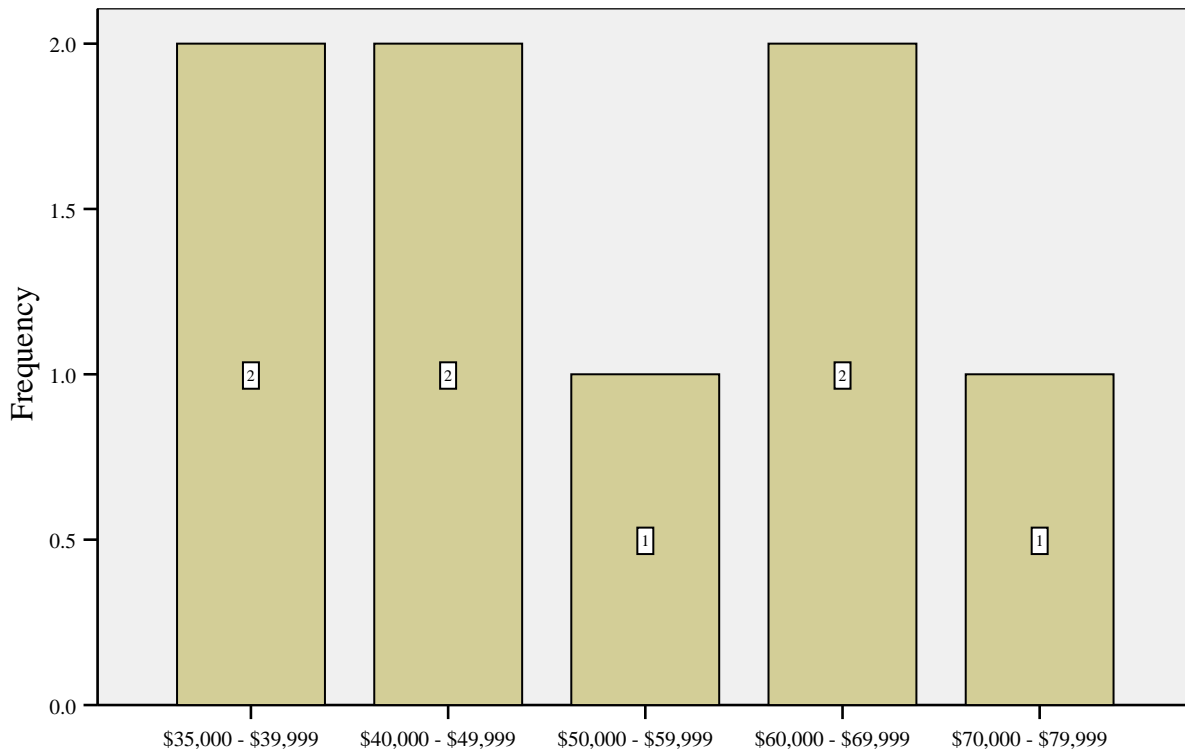
Out of the 62 respondents who reported to have a LBSW as their highest social work license, eight reported having between 16 and 20 years of social work experience. Those respondents who reported to have a LBSW as their highest social work license, indicated having between 16 and 20 years of social work experience, and reported a current annual salary from their full-time, primary job between \$35,000.00 and \$39,999.00 were 25.0 percent ($n = 2$). Those respondents who reported to have a LBSW as their highest social work license, indicated having between 16 and 20 years of social work experience, and reported a current annual salary from

their full-time, primary job between \$40,000.00 and \$49,999.00 were 25.0 percent ($n = 2$). Those respondents who reported to have a LBSW as their highest social work license, indicated having between 16 and 20 years of social work experience, and reported a current annual salary from their full-time, primary job between \$50,000.00 and \$59,999.00 were 12.5 percent ($n = 1$). Those respondents who reported to have a LBSW as their highest social work license, indicated having between 16 and 20 years of social work experience, and reported a current annual salary from their full-time, primary job between \$60,000.00 and \$69,999.00 were 25.0 percent ($n = 2$). Those respondents who reported to have a LBSW as their highest social work license, indicated having between 16 and 20 years of social work experience, and reported a current annual salary from their full-time, primary job between \$70,000.00 and \$79,999.00 were 12.5 percent ($n = 1$). See Figure 31 below.

Figure 31

Current Annual Salary from LBSW Respondents' Full-Time, Primary Job between 16 and 20

Years Experience

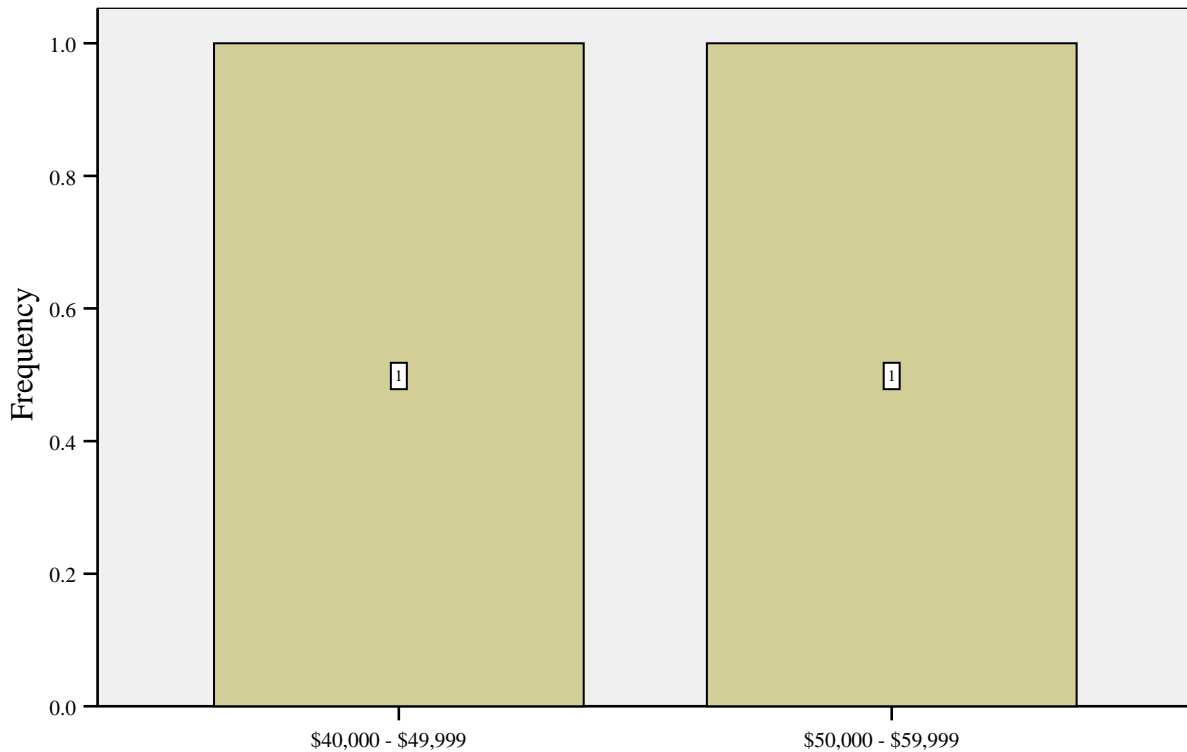


Out of the 62 respondents who reported to have a LBSW as their highest social work license, two reported having between 21 and 25 years of social work experience. Those respondents who reported to have a LBSW as their highest social work license, indicated having between 21 and 25 years of social work experience, and reported a current annual salary from their full-time, primary job between \$40,000.00 and \$49,999.00 were 50.0 percent ($n = 1$). Those respondents who reported to have a LBSW as their highest social work license, indicated having between 21 and 25 years of social work experience, and reported a current annual salary from

their full-time, primary job between \$50,000.00 and \$59,999.00 were 50.0 percent ($n = 1$). See Figure 32 below.

Figure 32

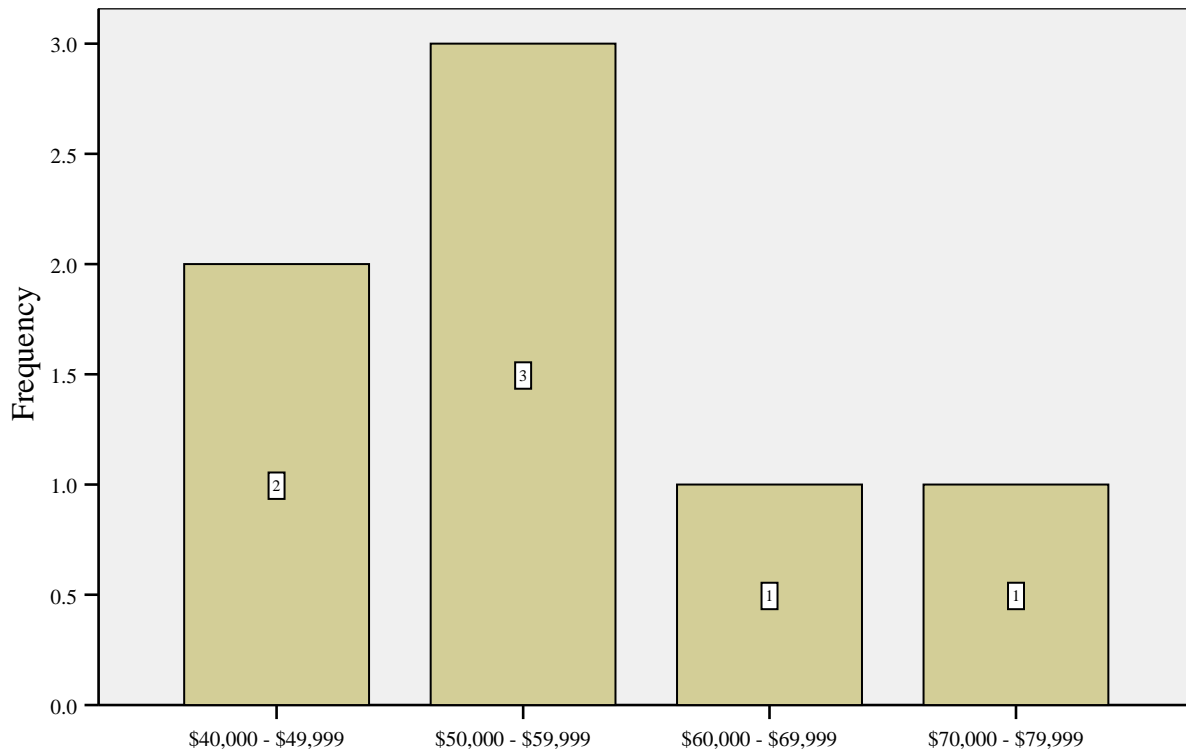
Current Annual Salary from LBSW Respondents' Full-Time, Primary Job between 21 and 25 Years Experience



Out of the 62 respondents who reported to have a LBSW as their highest social work license, seven reported having over 25 years of social work experience. Those respondents who reported to have a LBSW as their highest social work license, indicated having over 25 years of social work experience, and reported a current annual salary from their full-time, primary job between \$40,000.00 and \$49,999.00 were 28.6 percent ($n = 2$). Those respondents who reported

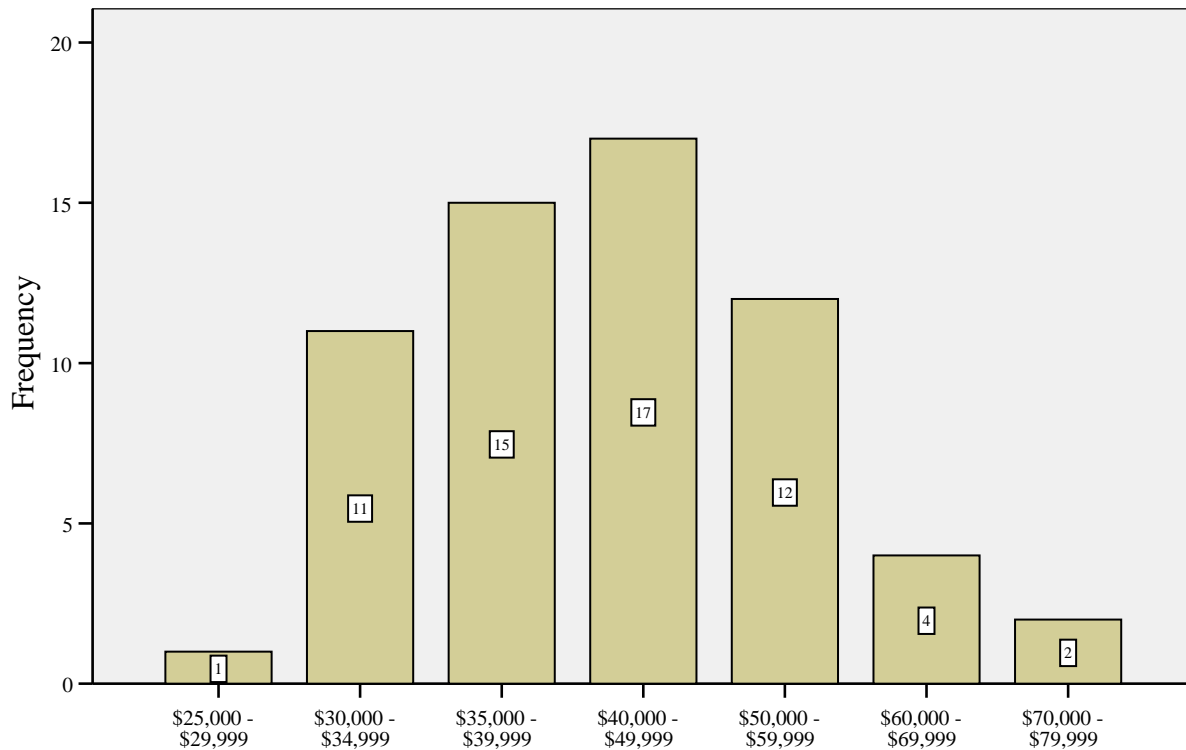
to have a LBSW as their highest social work license, indicated having over 25 years of social work experience, and reported a current annual salary from their full-time, primary job between \$50,000.00 and \$59,999.00 were 42.9 percent ($n = 3$). Those respondents who reported to have a LBSW as their highest social work license, indicated having over 25 years of social work experience, and reported a current annual salary from their full-time, primary job between \$60,000.00 and \$69,999.00 were 14.3 percent ($n = 1$). Those respondents who reported to have a LBSW as their highest social work license, indicated having over 25 years of social work experience, and reported a current annual salary from their full-time, primary job between \$70,000.00 and \$79,999.00 were 14.3 percent ($n = 1$). See Figure 33 below.

Figure 33

Current Annual Salary from LBSW Respondents' Full-Time, Primary Job with Over 25 YearsExperience

Across all 62 respondents who reported to have a LBSW as their highest social work license, the modal and median salary range of their reported current annual salary from their full-time, primary job was between \$40,000.00 and \$49,000.00 ($n = 17$; 27.4%). This analysis did not control for other variables (e.g., years experience, education, region, work setting, gender, and so forth). The distributions of LBSW annual salaries, who were employed in a full-time capacity, ranged from \$25,000.00 to \$79,999.00. See Figure 34 below.

Figure 34

Current Annual Salary from LBSW Respondents' Full-Time, Primary Job across all LBSWRespondents

The above data from LBSW respondents suggests that the average LBSW social worker has an annual salary between \$40,000.00 and \$49,000.00. The majority of the 62 LBSW respondents reported to have an annual salary from their primary job between \$30,000.00 and \$59,999.00 ($n = 55$, 88.7%). The overall lowest paid LBSW respondents reported an annual salary from their full-time, primary job between \$25,000.00 and \$29,999.00 ($n = 1$, 1.6%) and the highest paid LBSW respondents reported an annual salary from their full-time, primary job being between \$70,000.00 and \$79,999.00 ($n = 2$, 3.2%). A visual inspection of the LBSW

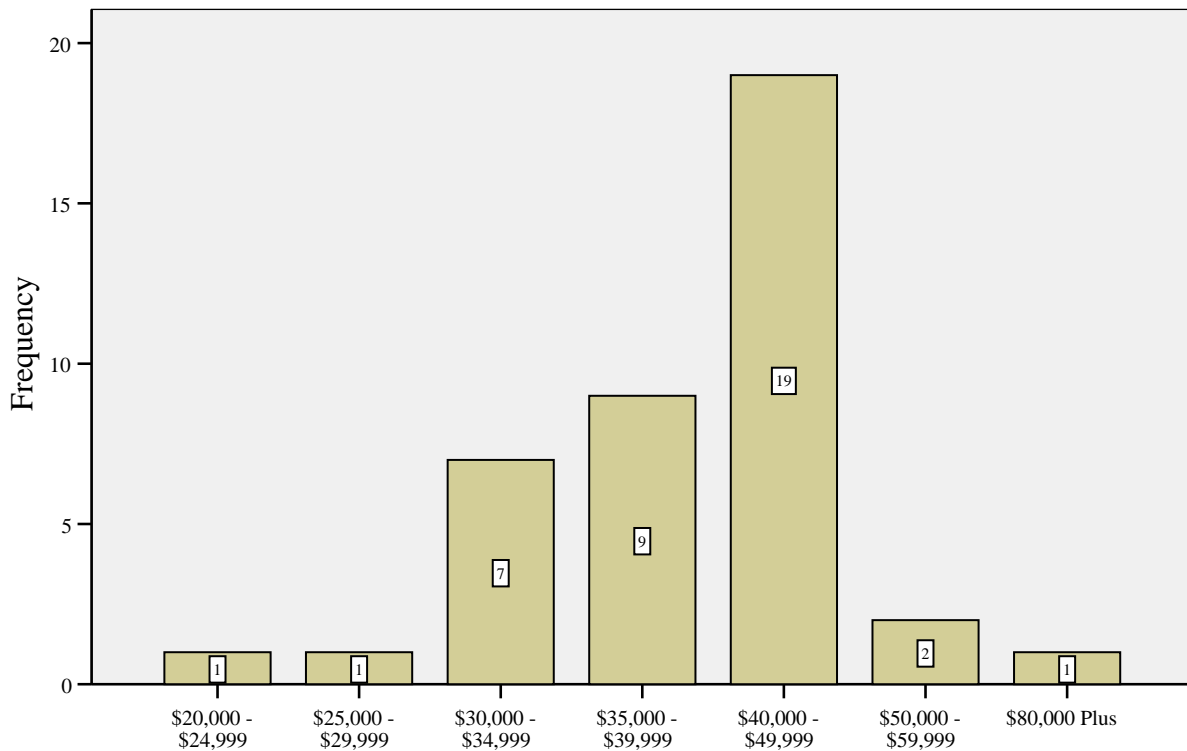
salary data from this survey suggests that most LBSW respondents had a starting annual salary from their full-time, primary job between \$35,000.00 and \$39,999.00 ($n = 5$, 55.6%) and tend to top-out with 11 to 15 years experience with annual salaries from their full-time, primary job reported to be between \$50,000 and \$59,999.00 ($n = 3$, 27.3%).

LMSW level salary data. Out of the 699 respondents to the 2007 - 2008 NASW Texas Salary Survey, 195 cases were valid and there were no missing cases for this analysis. Out of the 195 respondents who reported to have a LMSW as their highest social work license, 40 reported having less than two years of social work experience. Those respondents who reported to have a LMSW as their highest social work license, indicated less than two years of social work experience, and reported a current annual salary from their full-time, primary job between \$20,000.00 and \$24,999.00 were 2.5 percent ($n = 1$). Those respondents who reported to have a LMSW as their highest social work license, indicated less than two years of social work experience, and reported a current annual salary from their full-time, primary job between \$25,000.00 and \$29,999.00 were 2.5 percent ($n = 1$). Those respondents who reported to have a LMSW as their highest social work license, indicated less than two years of social work experience, and reported a current annual salary from their full-time, primary job between \$30,000.00 and \$34,999.00 were 17.5 percent ($n = 7$). Those respondents who reported to have a LMSW as their highest social work license, indicated less than two years of social work experience, and reported a current annual salary from their full-time, primary job between \$35,000.00 and \$39,999.00 were 22.5 percent ($n = 9$). Those respondents who reported to have a LMSW as their highest social work license, indicated less than two years of social work experience, and reported a current annual salary from their full-time, primary job between \$40,000.00 and \$49,999.00 were 47.5 percent ($n = 19$). Those respondents who reported to have

a LMSW as their highest social work license, indicated less than two years of social work experience, and reported a current annual salary from their full-time, primary job between \$50,000.00 and \$59,999.00 were 5.0 percent ($n = 2$). Those respondents who reported to have a LMSW as their highest social work license, indicated less than two years of social work experience, and reported a current annual salary from their full-time, primary job of \$80,000.00 and over were 2.5 percent ($n = 1$). See Figure 35 below.

Figure 35

Current Annual Salary from LMSW Respondents' Full-Time, Primary Job with Less than Two Years Experience

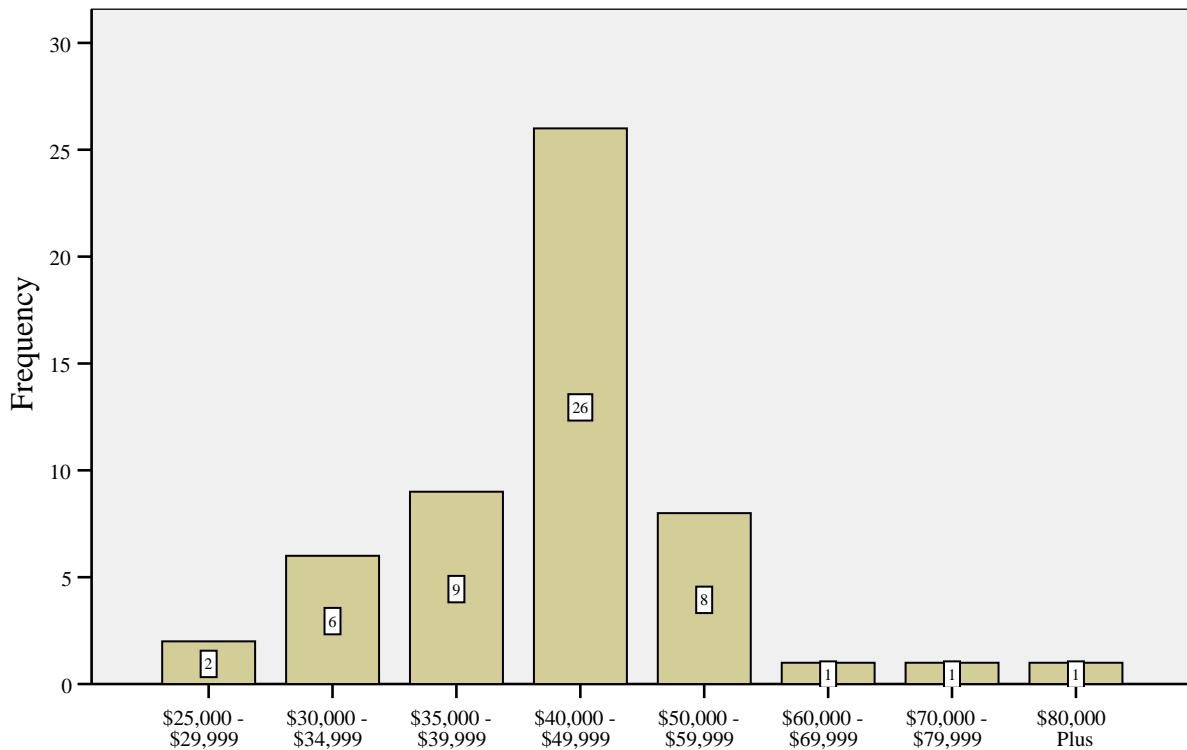


Out of the 195 respondents who reported to have a LMSW as their highest social work license, 54 reported having between two and five years of social work experience. Those respondents who reported to have a LMSW as their highest social work license, indicated having between two and five years of social work experience, and reported a current annual salary from their full-time, primary job between \$25,000.00 and \$29,999.00 were 3.7 percent ($n = 2$). Those respondents who reported to have a LMSW as their highest social work license, indicated having between two and five years of social work experience, and reported a current annual salary from their full-time, primary job between \$30,000.00 and \$34,999.00 were 11.1 percent ($n = 6$). Those respondents who reported to have a LMSW as their highest social work license, indicated having between two and five years of social work experience, and reported a current annual salary from their full-time, primary job between \$35,000.00 and \$39,999.00 were 16.7 percent ($n = 9$). Those respondents who reported to have a LMSW as their highest social work license, indicated having between two and five years of social work experience, and reported a current annual salary from their full-time, primary job between \$40,000.00 and \$49,999.00 were 48.1 percent ($n = 26$). Those respondents who reported to have a LMSW as their highest social work license, indicated having between two and five years of social work experience, and reported a current annual salary from their full-time, primary job between \$50,000.00 and \$59,999.00 were 14.8 percent ($n = 8$). Those respondents who reported to have a LMSW as their highest social work license, indicated having between two and five years of social work experience, and reported a current annual salary from their full-time, primary job between \$60,000.00 and \$69,999.00 were 1.9 percent ($n = 1$). Those respondents who reported to have a LMSW as their highest social work license, indicated having between two and five years of social work experience, and reported a current annual salary from their full-time, primary job between \$70,000.00 and \$79,999.00 were

1.9 percent ($n = 1$). Those respondents who reported to have a LMSW as their highest social work license, indicated having between two and five years of social work experience, and reported a current annual salary from their full-time, primary job of \$80,000.00 and over were 1.9 percent ($n = 1$). See Figure 36 below.

Figure 36

Current Annual Salary from LMSW Respondents' Full-Time, Primary Job between Two and Five Years Experience



Out of the 195 respondents who reported to have a LMSW as their highest social work license, 49 reported having between six and ten years of social work experience. Those respondents who reported to have a LMSW as their highest social work license, indicated having

between six and ten years of social work experience, and reported a current annual salary from their full-time, primary job between \$30,000.00 and \$34,999.00 were 10.2 percent ($n = 5$). Those respondents who reported to have a LMSW as their highest social work license, indicated having between six and ten years of social work experience, and reported a current annual salary from their full-time primary job between \$35,000.00 and \$39,999.00 were 10.2 percent ($n = 5$). Those respondents who reported to have a LMSW as their highest social work license, indicated having between six and ten years of social work experience, and reported a current annual salary from their full-time primary job between \$40,000.00 and \$49,999.00 were 34.7 percent ($n = 17$).

Those respondents who reported to have a LMSW as their highest social work license, indicated having between six and ten years of social work experience, and reported a current annual salary from their full-time primary job between \$50,000.00 and \$59,999.00 were 32.7 percent ($n = 16$).

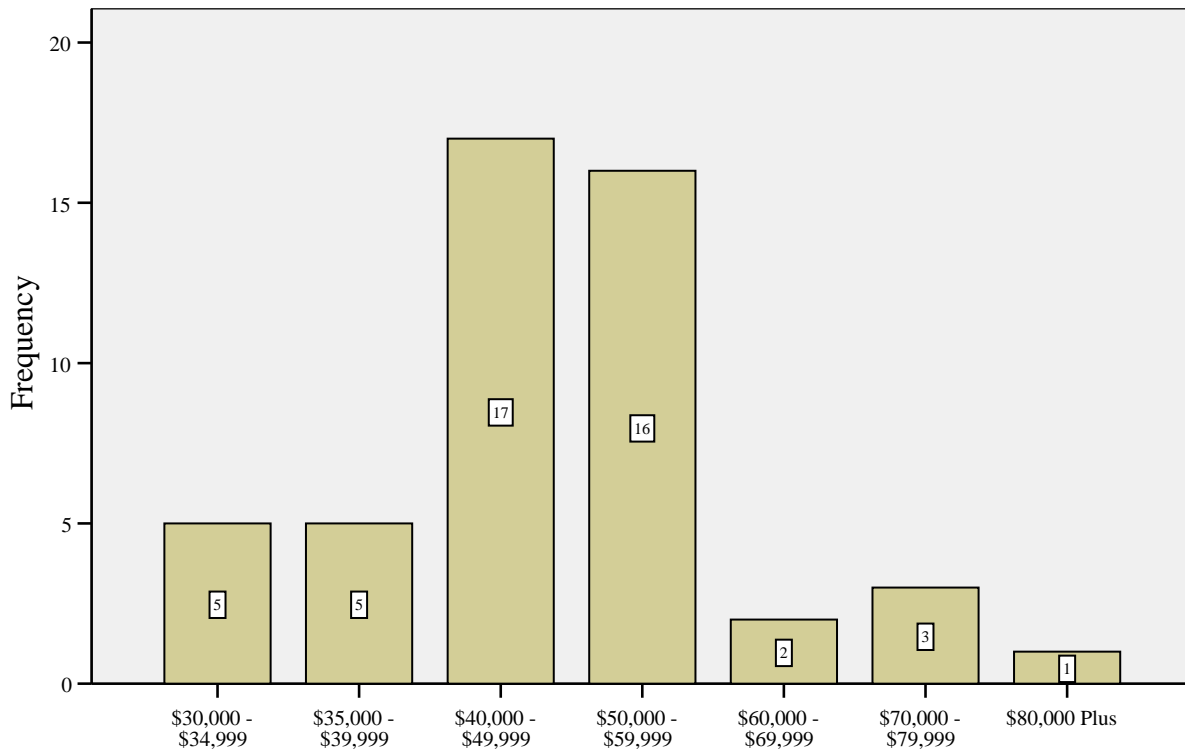
Those respondents who reported to have a LMSW as their highest social work license, indicated having between six and ten years of social work experience, and reported a current annual salary from their full-time primary job between \$60,000.00 and \$69,999.00 were 4.1 percent ($n = 2$).

Those respondents who reported to have a LMSW as their highest social work license, indicated having between six and ten years of social work experience, and reported a current annual salary from their full-time primary job between \$70,000.00 and \$79,999.00 were 6.1 percent ($n = 3$).

Those respondents who reported to have a LMSW as their highest social work license, indicated having between six and ten years of social work experience, and reported a current annual salary from their full-time primary job of \$80,000.00 and over were 2.0 percent ($n = 1$). See Figure 37 below.

Figure 37

Current Annual Salary from LMSW Respondents' Full-Time, Primary Job between Six and Ten Years Experience

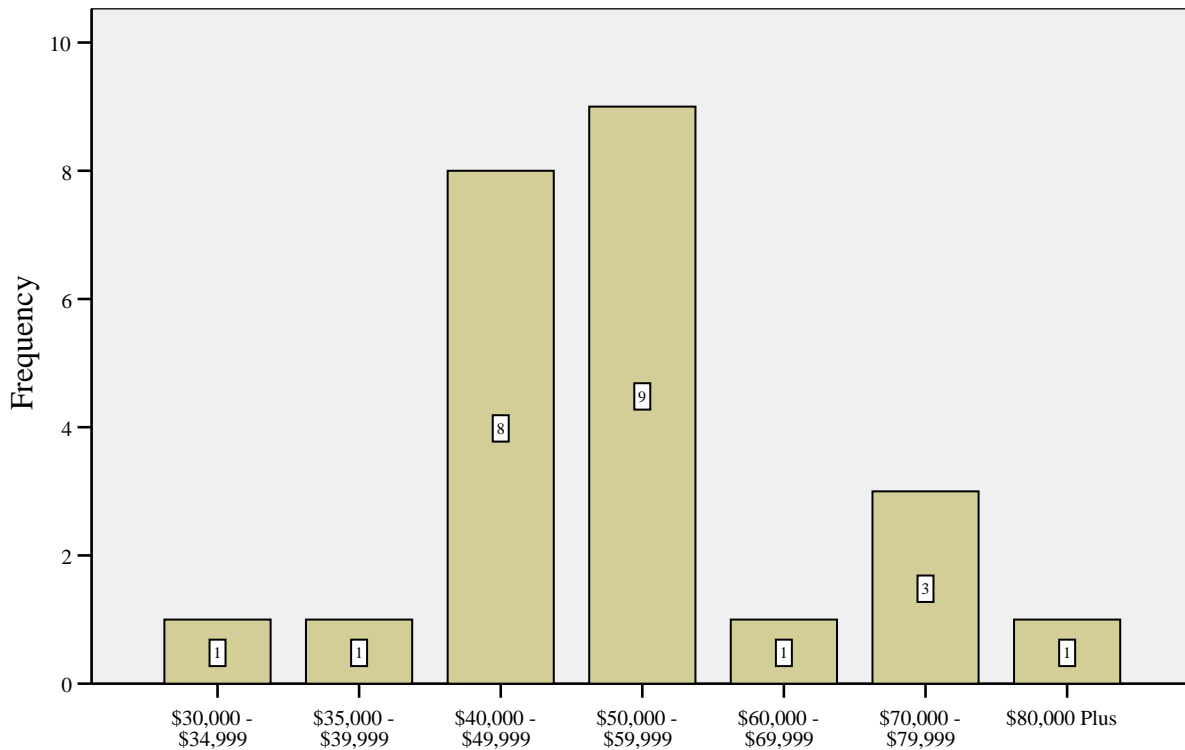


Out of the 195 respondents who reported to have a LMSW as their highest social work license, 24 reported having between 11 and 15 years of social work experience. Those respondents who reported to have a LMSW as their highest social work license, indicated having between 11 and 15 years of social work experience, and reported a current annual salary from their full-time, primary job between \$30,000.00 and \$34,999.00 were 4.2 percent ($n = 1$). Those respondents who reported to have a LMSW as their highest social work license, indicated having between 11 and 15 years of social work experience, and reported a current annual salary from

their full-time, primary job between \$35,000.00 and \$39,999.00 were 4.2 percent ($n = 1$). Those respondents who reported to have a LMSW as their highest social work license, indicated having between 11 and 15 years of social work experience, and reported a current annual salary from their full-time, primary job between \$40,000.00 and \$49,999.00 were 33.3 percent ($n = 8$). Those respondents who reported to have a LMSW as their highest social work license, indicated having between 11 and 15 years of social work experience, and reported a current annual salary from their full-time, primary job between \$50,000.00 and \$59,999.00 were 37.5 percent ($n = 9$). Those respondents who reported to have a LMSW as their highest social work license, indicated having between 11 and 15 years of social work experience, and reported a current annual salary from their full-time, primary job between \$60,000.00 and \$69,999.00 were 4.2 percent ($n = 1$). Those respondents who reported to have a LMSW as their highest social work license, indicated having between 11 and 15 years of social work experience, and reported a current annual salary from their full-time, primary job between \$70,000.00 and \$79,999.00 were 12.5 percent ($n = 3$). Those respondents who reported to have a LMSW as their highest social work license, indicated having between 11 and 15 years of social work experience, and reported a current annual salary from their full-time, primary job of \$80,000.00 and over were 4.2 percent ($n = 1$). See Figure 38 below.

Figure 38

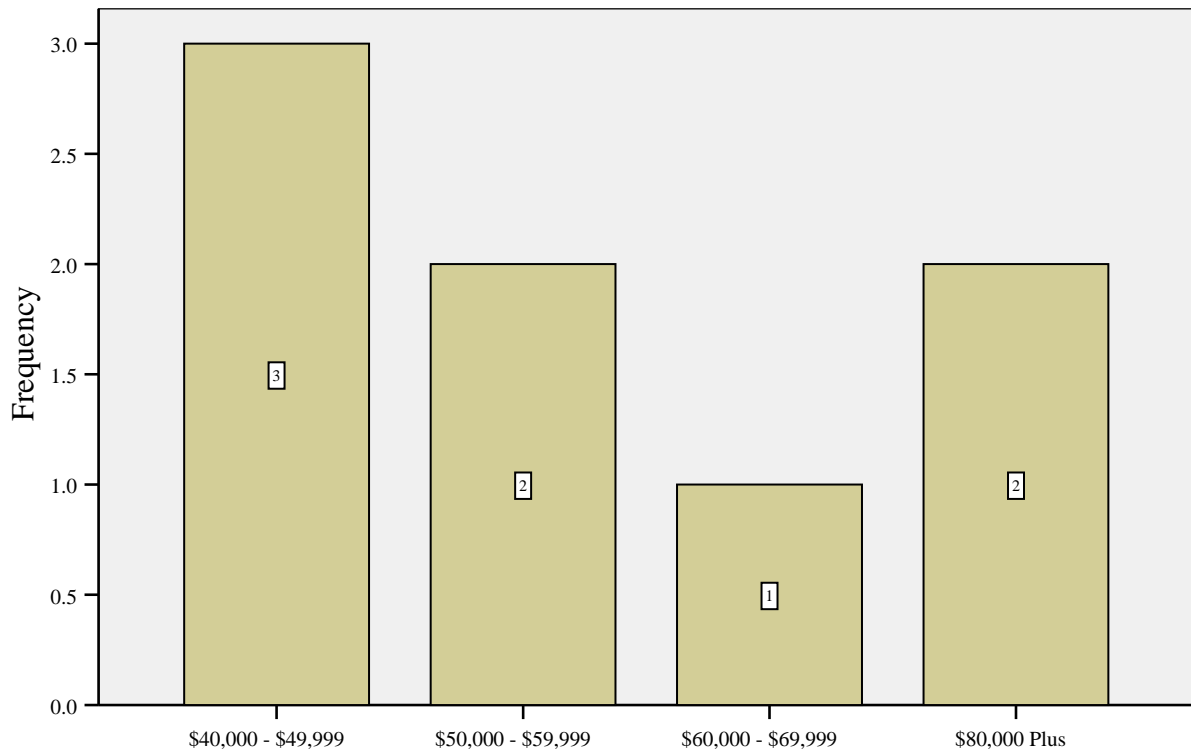
Current Annual Salary from LMSW Respondents' Full-Time, Primary Job between 11 and 15 Years Experience



Out of the 195 respondents who reported to have a LMSW as their highest social work license, eight reported having between 16 and 20 years of social work experience. Those respondents who reported to have a LMSW as their highest social work license, indicated having between 16 and 20 years of social work experience, and reported a current annual salary from their full-time, primary job between \$40,000.00 and \$49,999.00 were 37.5 percent ($n = 3$). Those respondents who reported to have a LMSW as their highest social work license, indicated having between 16 and 20 years of social work experience, and reported a current annual salary from

their full-time, primary job between \$50,000.00 and \$59,999.00 were 25.0 percent ($n = 2$). Those respondents who reported to have a LMSW as their highest social work license, indicated having between 16 and 20 years of social work experience, and reported a current annual salary from their full-time, primary job between \$60,000.00 and \$69,999.00 were 12.5 percent ($n = 1$). Those respondents who reported to have a LMSW as their highest social work license, indicated having between 16 and 20 years of social work experience, and reported a current annual salary from their full-time, primary job of \$80,000.00 and over were 25.0 percent ($n = 2$). See Figure 39 below.

Figure 39

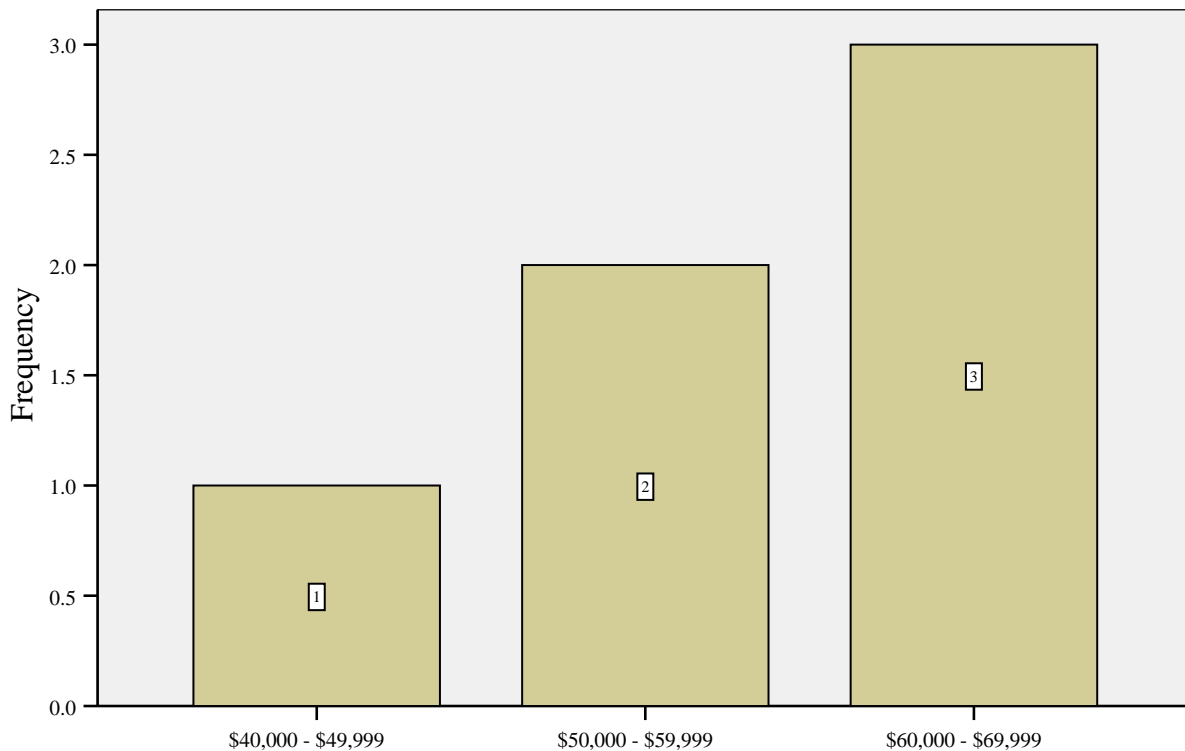
Current Annual Salary from LMSW Respondents' Full-Time, Primary Job between 16 and 20Years Experience

Out of the 195 respondents who reported to have a LMSW as their highest social work license, six reported having between 21 and 25 years of social work experience. Those respondents who reported to have a LMSW as their highest social work license, indicated having between 21 and 25 years of social work experience, and reported a current annual salary from their full-time, primary job between \$40,000.00 and \$49,999.00 were 16.7 percent ($n = 1$). Those respondents who reported to have a LMSW as their highest social work license, indicated having between 21 and 25 years of social work experience, and reported a current annual salary from

their full-time, primary job between \$50,000.00 and \$59,999.00 were 33.3 percent ($n = 2$). Those respondents who reported to have a LMSW as their highest social work license, indicated having between 21 and 25 years of social work experience, and reported a current annual salary from their full-time, primary job between \$60,000.00 and \$69,999.00 were 50.0 percent ($n = 3$). See Figure 40 below.

Figure 40

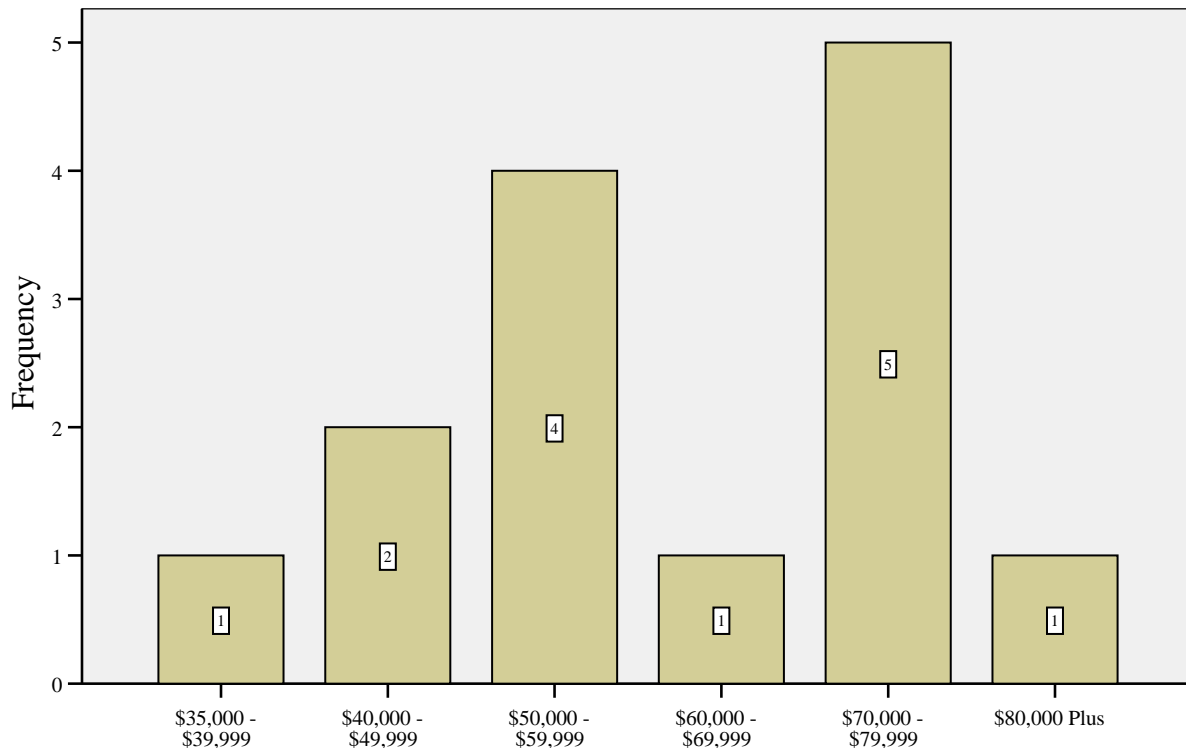
Current Annual Salary from LMSW Respondents' Full-Time, Primary Job between 21 and 25 Years Experience



Out of the 195 respondents who reported to have a LMSW as their highest social work license, 14 reported having over 25 years of social work experience. Those respondents who

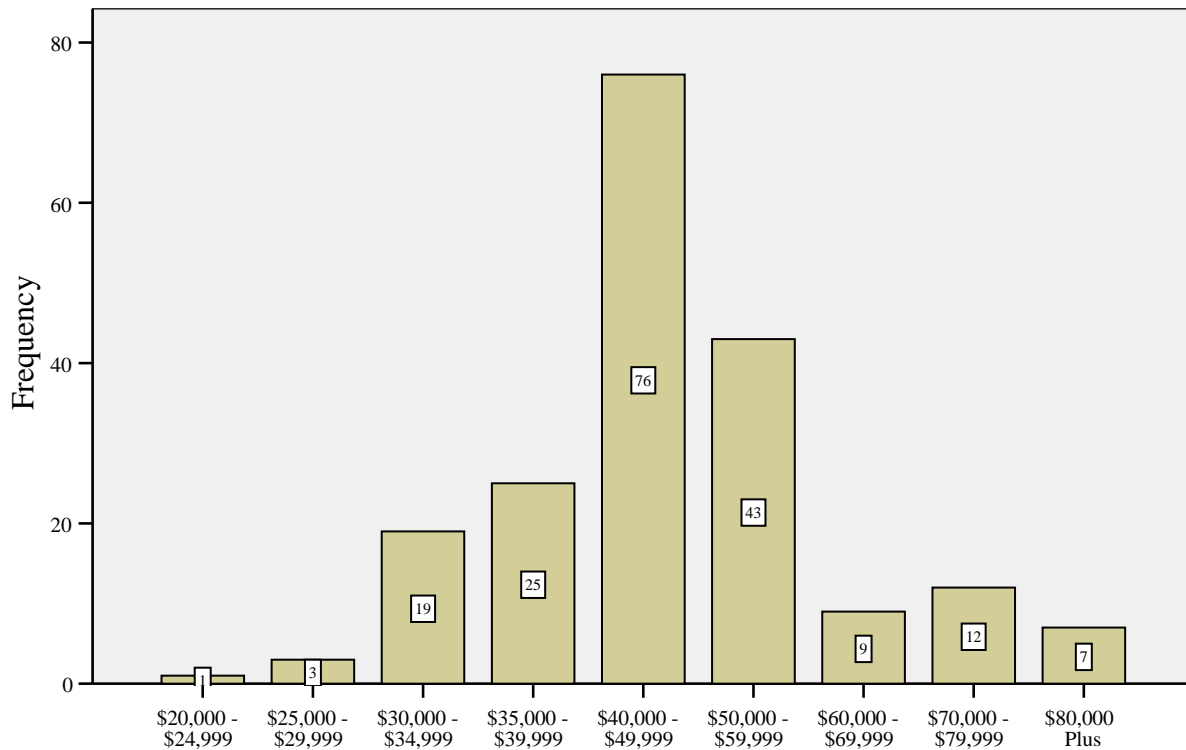
reported to have a LMSW as their highest social work license, indicated having over 25 years of social work experience, and reported a current annual salary from their full-time, primary job between \$35,000.00 and \$39,999.00 were 7.1 percent ($n = 1$). Those respondents who reported to have a LMSW as their highest social work license, indicated having over 25 years of social work experience, and reported a current annual salary from their full-time, primary job between \$40,000.00 and \$49,999.00 were 14.3 percent ($n = 2$). Those respondents who reported to have a LMSW as their highest social work license, indicated having over 25 years of social work experience, and reported a current annual salary from their full-time, primary job between \$50,000.00 and \$59,999.00 were 28.6 percent ($n = 4$). Those respondents who reported to have a LMSW as their highest social work license, indicated having over 25 years of social work experience, and reported a current annual salary from their full-time, primary job between \$60,000.00 and \$69,999.00 were 7.1 percent ($n = 1$). Those respondents who reported to have a LMSW as their highest social work license, indicated having over 25 years of social work experience, and reported a current annual salary from their full-time, primary job between \$70,000.00 and \$79,999.00 were 35.7 percent ($n = 5$). Those respondents who reported to have a LMSW as their highest social work license, indicated having over 25 years of social work experience, and reported a current annual salary from their full-time, primary job of \$80,000.00 and over were 7.1 percent ($n = 1$). See Figure 41 below.

Figure 41

Current Annual Salary from LMSW Respondents' Full-Time, Primary Job with Over 25 YearsExperience

Across all 195 respondents who reported to have a LMSW as their highest social work license, the modal and median salary range of their reported current annual salary from their full-time, primary job was between \$40,000.00 and \$49,000.00 ($n = 76$; 39.0%). This analysis did not control for other variables (e.g., years experience, education, region, work setting, gender, and so forth). The distributions of LMSW annual salaries, who were employed in a full-time capacity, ranged from \$20,000.00 to \$80,000.00 and over. See Figure 42 below.

Figure 42

Current Annual Salary from LMSW Respondents' Full-Time, Primary Job across all LMSWRespondents

The above data from LMSW respondents suggests that the average LMSW social worker has an annual salary between \$40,000.00 and \$49,000.00. The majority of the 195 LMSW respondents reported to have an annual salary from their primary job between \$35,000.00 and \$59,999.00 ($n = 119$, 61.1%). The overall lowest paid LMSW respondents reported an annual salary from their full-time, primary job between \$20,000.00 and \$24,999.00 ($n = 1$, 0.5%) and the highest paid LMSW respondents reported an annual salary from their full-time, primary job being \$80,000.00 and over ($n = 7$, 3.6%). A visual inspection of the LMSW salary data from this

survey suggests that most LMSW respondents had a starting annual salary from their full-time, primary job between \$40,000.00 and \$49,999.00 ($n = 19$, 47.5%) and tend to top-out with 11 to 15 years experience with annual salaries from their full-time, primary job reported to be between \$50,000 and \$59,999.00 ($n = 9$, 37.5%).

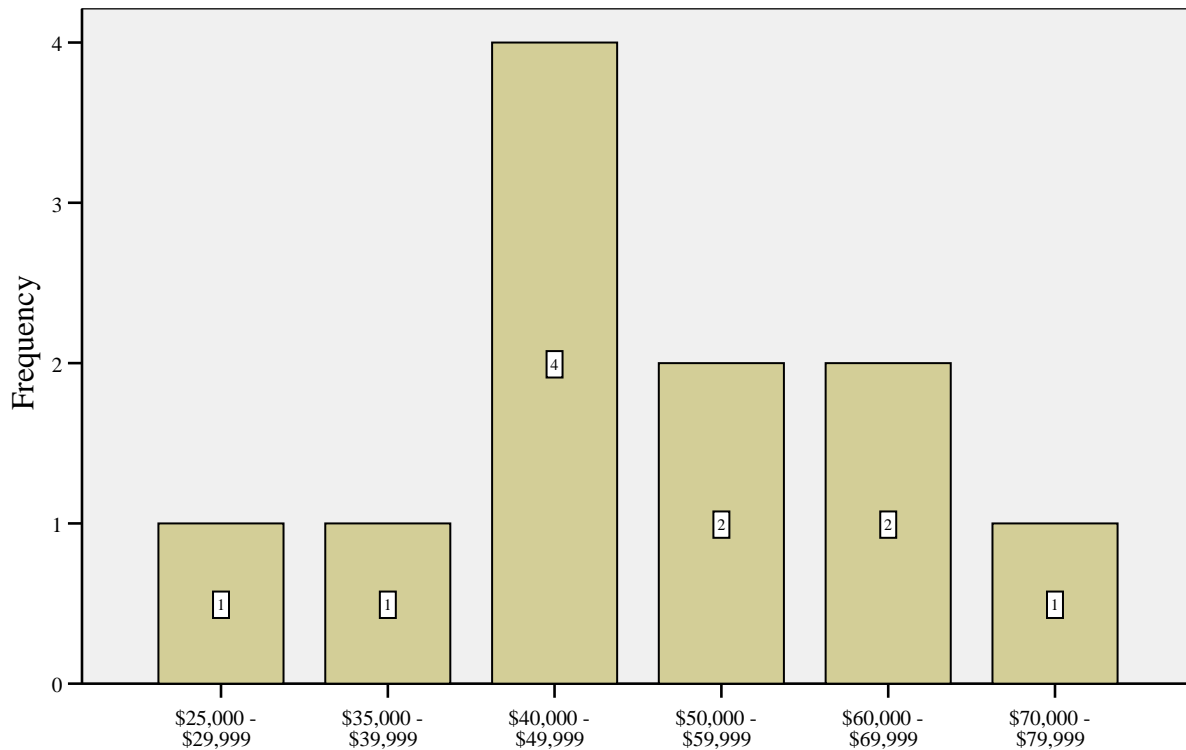
LCSW level salary data. Out of the 699 respondents to the 2007 - 2008 NASW Texas Salary Survey, 269 cases were valid and there were no missing cases for this analysis. Out of the 269 respondents who reported to have a LCSW as their highest social work license, one reported having less than two years of social work experience. *It should be noted that this data point may be questionable given the post LMSW supervision requirements of the Texas State Board of Social Worker Examiners (TSBSWE; 2008) for the LCSW being “3000 hours of board-approved supervised full-time social work experience over a minimum two-year period”* (p. 9); perhaps this respondent is from another state. Those respondents who reported to have a LCSW as their highest social work license, indicated less than two years of social work experience, and reported a current annual salary from their full-time, primary job between \$25,000.00 and \$29,999.00 were 100 percent ($n = 1$).

Out of the 269 respondents who reported to have a LCSW as their highest social work license, 11 reported having between two and five years of social work experience. Those respondents who reported to have a LCSW as their highest social work license, indicated having between two and five years of social work experience, and reported a current annual salary from their full-time, primary job between \$25,000.00 and \$29,999.00 were 9.1 percent ($n = 1$). Those respondents who reported to have a LCSW as their highest social work license, indicated having between two and five years of social work experience, and reported a current annual salary from their full-time, primary job between \$35,000.00 and \$39,999.00 were 9.1 percent ($n = 1$). Those

respondents who reported to have a LCSW as their highest social work license, indicated having between two and five years of social work experience, and reported a current annual salary from their full-time, primary job between \$40,000.00 and \$49,999.00 were 36.4 percent ($n = 4$). Those respondents who reported to have a LCSW as their highest social work license, indicated having between two and five years of social work experience, and reported a current annual salary from their full-time, primary job between \$50,000.00 and \$59,999.00 were 18.2 percent ($n = 2$). Those respondents who reported to have a LCSW as their highest social work license, indicated having between two and five years of social work experience, and reported a current annual salary from their full-time, primary job between \$60,000.00 and \$69,999.00 were 18.2 percent ($n = 2$). Those respondents who reported to have a LCSW as their highest social work license, indicated having between two and five years of social work experience, and reported a current annual salary from their full-time, primary job between \$70,000.00 and \$79,999.00 were 9.1 percent ($n = 1$). See Figure 43 below.

Figure 43

Current Annual Salary from LCSW Respondents' Full-Time, Primary Job between Two and Five Years Experience



Out of the 269 respondents who reported to have a LMSW as their highest social work license, 41 reported having between six and ten years of social work experience. Those respondents who reported to have a LCSW as their highest social work license, indicated having between six and ten years of social work experience, and reported a current annual salary from their full-time primary job between \$35,000.00 and \$39,999.00 were 17.1 percent ($n = 7$). Those respondents who reported to have a LCSW as their highest social work license, indicated having between six and ten years of social work experience, and reported a current annual salary from

their full-time primary job between \$40,000.00 and \$49,999.00 were 34.1 percent ($n = 14$).

Those respondents who reported to have a LCSW as their highest social work license, indicated having between six and ten years of social work experience, and reported a current annual salary from their full-time primary job between \$50,000.00 and \$59,999.00 were 19.5 percent ($n = 8$).

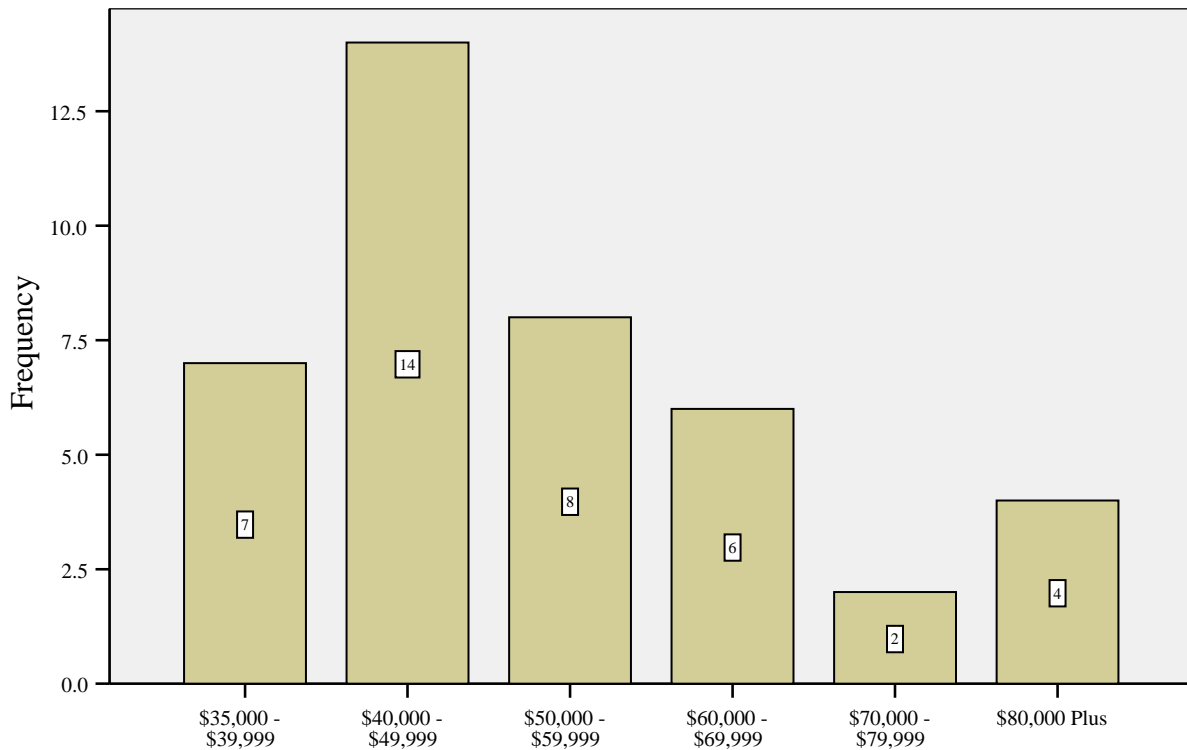
Those respondents who reported to have a LCSW as their highest social work license, indicated having between six and ten years of social work experience, and reported a current annual salary from their full-time primary job between \$60,000.00 and \$69,999.00 were 14.6 percent ($n = 6$).

Those respondents who reported to have a LCSW as their highest social work license, indicated having between six and ten years of social work experience, and reported a current annual salary from their full-time primary job between \$70,000.00 and \$79,999.00 were 4.9 percent ($n = 2$).

Those respondents who reported to have a LCSW as their highest social work license, indicated having between six and ten years of social work experience, and reported a current annual salary from their full-time primary job of \$80,000.00 and over were 9.8 percent ($n = 4$). See Figure 44 below.

Figure 44

Current Annual Salary from LCSW Respondents' Full-Time, Primary Job between Six and Ten Years Experience

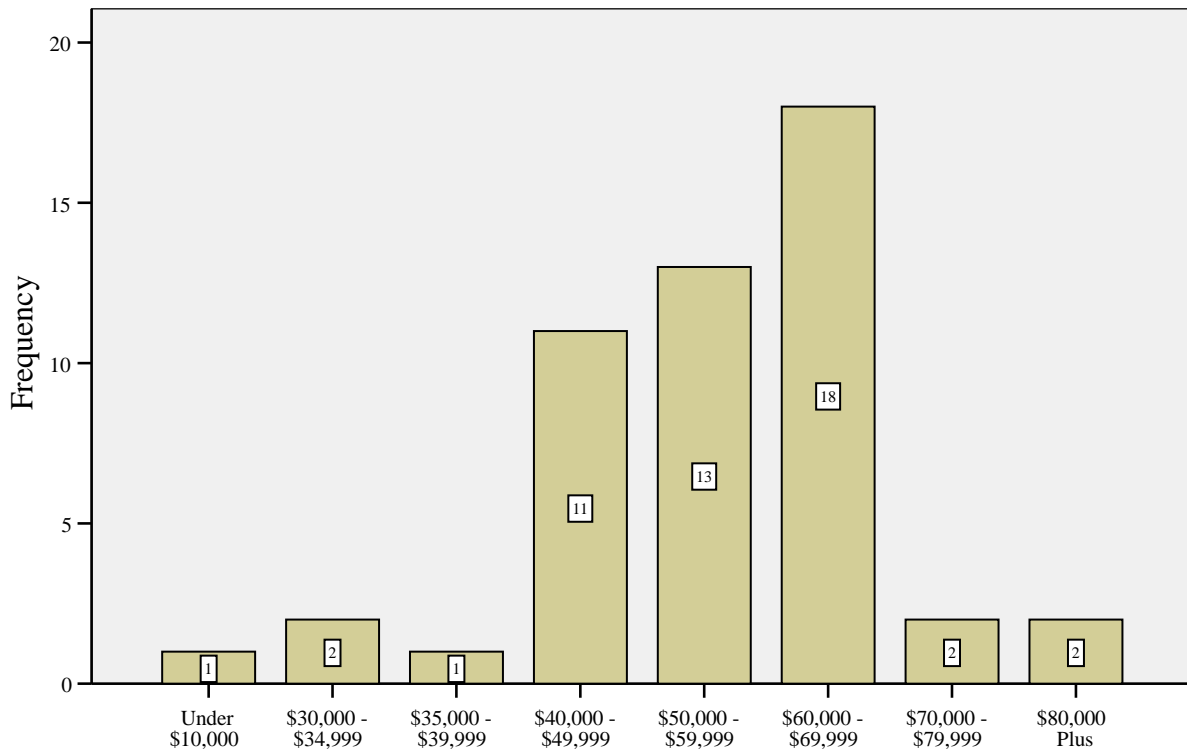


Out of the 269 respondents who reported to have a LCSW as their highest social work license, 50 reported having between 11 and 15 years of social work experience. Those respondents who reported to have a LCSW as their highest social work license, indicated having between 11 and 15 years of social work experience, and reported a current annual salary from their full-time, primary job of under \$10,000.00 were 2.0 percent ($n = 1$). Those respondents who reported to have a LCSW as their highest social work license, indicated having between 11 and 15 years of social work experience, and reported a current annual salary from their full-time,

primary job between \$30,000.00 and \$34,999.00 were 4.0 percent ($n = 2$). Those respondents who reported to have a LCSW as their highest social work license, indicated having between 11 and 15 years of social work experience, and reported a current annual salary from their full-time, primary job between \$35,000.00 and \$39,999.00 were 2.0 percent ($n = 1$). Those respondents who reported to have a LCSW as their highest social work license, indicated having between 11 and 15 years of social work experience, and reported a current annual salary from their full-time, primary job between \$40,000.00 and \$49,999.00 were 22.0 percent ($n = 11$). Those respondents who reported to have a LCSW as their highest social work license, indicated having between 11 and 15 years of social work experience, and reported a current annual salary from their full-time, primary job between \$50,000.00 and \$59,999.00 were 26.0 percent ($n = 13$). Those respondents who reported to have a LCSW as their highest social work license, indicated having between 11 and 15 years of social work experience, and reported a current annual salary from their full-time, primary job between \$60,000.00 and \$69,999.00 were 36.0 percent ($n = 18$). Those respondents who reported to have a LCSW as their highest social work license, indicated having between 11 and 15 years of social work experience, and reported a current annual salary from their full-time, primary job between \$70,000.00 and \$79,999.00 were 4.0 percent ($n = 2$). Those respondents who reported to have a LCSW as their highest social work license, indicated having between 11 and 15 years of social work experience, and reported a current annual salary from their full-time, primary job of \$80,000.00 and over were 4.0 percent ($n = 2$). See Figure 45 below.

Figure 45

Current Annual Salary from LCSW Respondents' Full-Time, Primary Job between 11 and 15 Years Experience



Out of the 269 respondents who reported to have a LCSW as their highest social work license, 44 reported having between 16 and 20 years of social work experience. Those respondents who reported to have a LCSW as their highest social work license, indicated having between 16 and 20 years of social work experience, and reported a current annual salary from their full-time, primary job between \$10,000.00 and \$14,999.00 were 2.3 percent ($n = 1$). Those respondents who reported to have a LCSW as their highest social work license, indicated having between 16 and 20 years of social work experience, and reported a current annual salary from

their full-time, primary job between \$30,000.00 and \$34,999.00 were 4.5 percent ($n = 2$). Those respondents who reported to have a LCSW as their highest social work license, indicated having between 16 and 20 years of social work experience, and reported a current annual salary from their full-time, primary job between \$35,000.00 and \$39,999.00 were 6.8 percent ($n = 3$). Those respondents who reported to have a LCSW as their highest social work license, indicated having between 16 and 20 years of social work experience, and reported a current annual salary from their full-time, primary job between \$40,000.00 and \$49,999.00 were 15.9 percent ($n = 7$). Those respondents who reported to have a LCSW as their highest social work license, indicated having between 16 and 20 years of social work experience, and reported a current annual salary from their full-time, primary job between \$50,000.00 and \$59,999.00 were 31.8 percent ($n = 14$).

Those respondents who reported to have a LCSW as their highest social work license, indicated having between 16 and 20 years of social work experience, and reported a current annual salary from their full-time, primary job between \$60,000.00 and \$69,999.00 were 20.5 percent ($n = 9$).

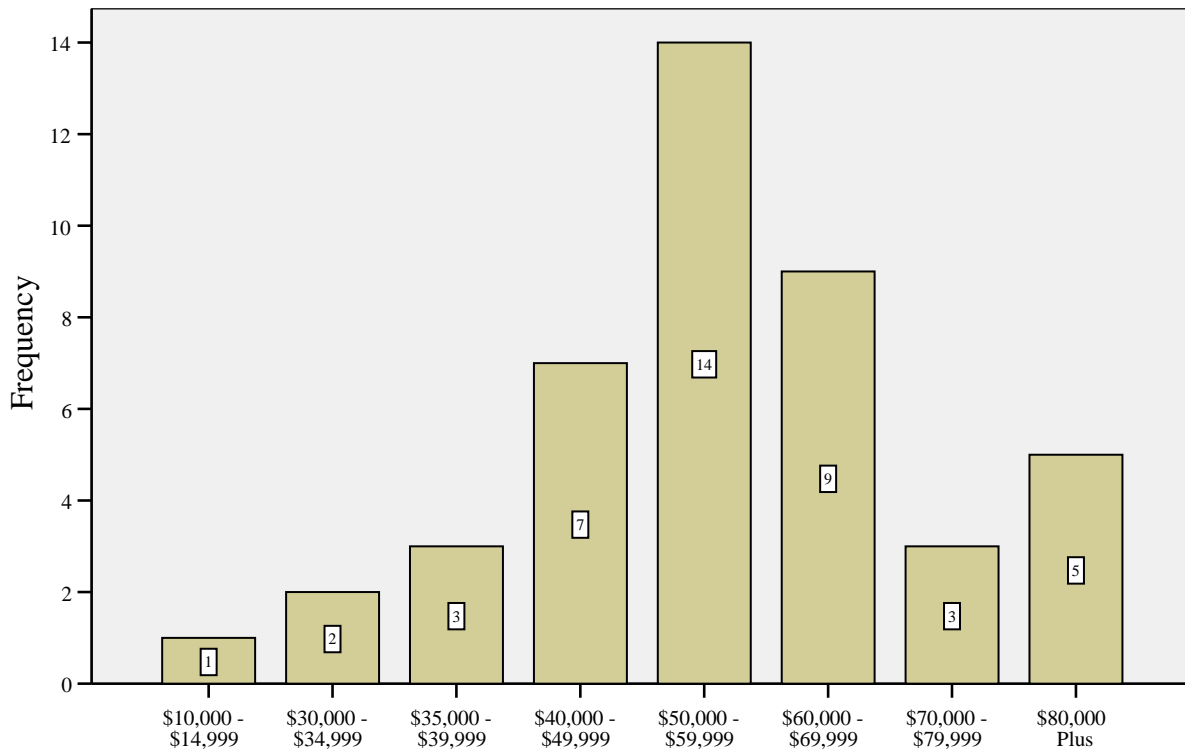
Those respondents who reported to have a LCSW as their highest social work license, indicated having between 16 and 20 years of social work experience, and reported a current annual salary from their full-time, primary job between \$70,000.00 and \$79,999.00 were 6.8 percent ($n = 3$).

Those respondents who reported to have a LCSW as their highest social work license, indicated having between 16 and 20 years of social work experience, and reported a current annual salary from their full-time, primary job of \$80,000.00 and over were 11.4 percent ($n = 5$). See Figure 46 below.

Figure 46

Current Annual Salary from LCSW Respondents' Full-Time, Primary Job between 16 and 20

Years Experience



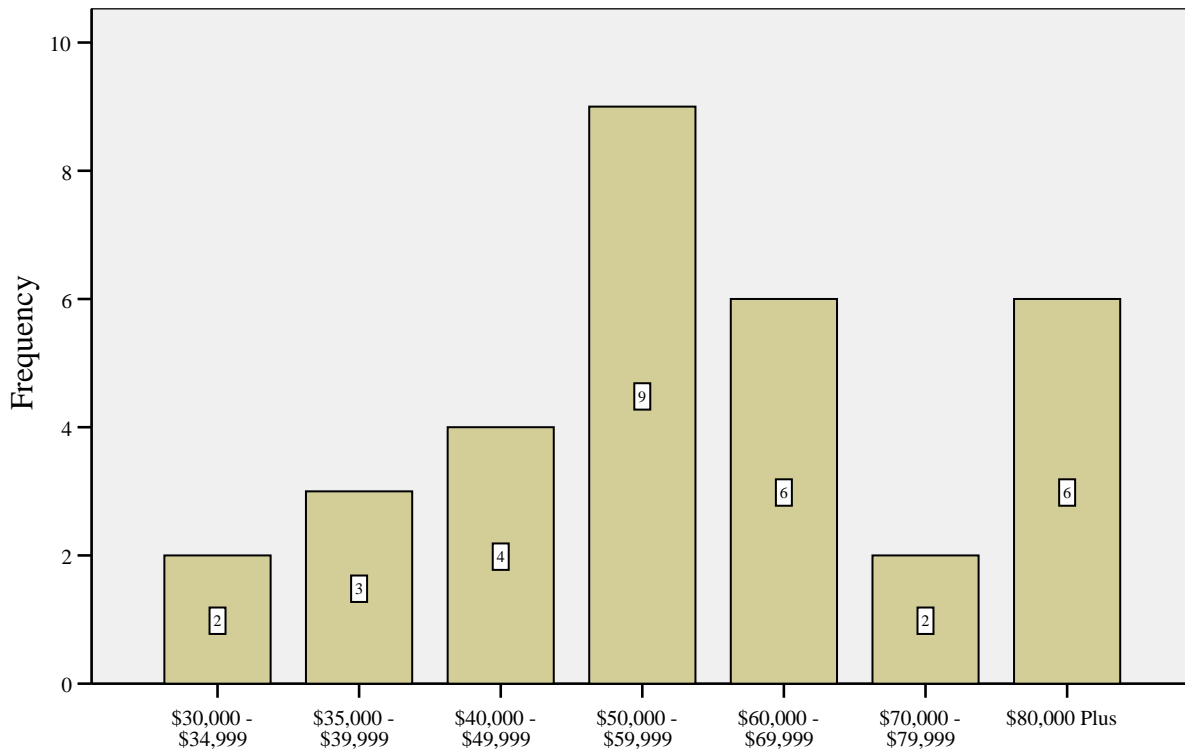
Out of the 269 respondents who reported to have a LCSW as their highest social work license, 32 reported having between 21 and 25 years of social work experience. Those respondents who reported to have a LCSW as their highest social work license, indicated having between 21 and 25 years of social work experience, and reported a current annual salary from their full-time, primary job between \$30,000.00 and \$34,999.00 were 6.3 percent ($n = 2$). Those respondents who reported to have a LCSW as their highest social work license, indicated having between 21 and 25 years of social work experience, and reported a current annual salary from

their full-time, primary job between \$35,000.00 and \$39,999.00 were 9.4 percent ($n = 3$). Those respondents who reported to have a LCSW as their highest social work license, indicated having between 21 and 25 years of social work experience, and reported a current annual salary from their full-time, primary job between \$40,000.00 and \$49,999.00 were 12.5 percent ($n = 4$). Those respondents who reported to have a LCSW as their highest social work license, indicated having between 21 and 25 years of social work experience, and reported a current annual salary from their full-time, primary job between \$50,000.00 and \$59,999.00 were 28.1 percent ($n = 9$). Those respondents who reported to have a LCSW as their highest social work license, indicated having between 21 and 25 years of social work experience, and reported a current annual salary from their full-time, primary job between \$60,000.00 and \$69,999.00 were 18.8 percent ($n = 6$). Those respondents who reported to have a LCSW as their highest social work license, indicated having between 21 and 25 years of social work experience, and reported a current annual salary from their full-time, primary job between \$70,000.00 and \$79,999.00 were 6.3 percent ($n = 2$). Those respondents who reported to have a LCSW as their highest social work license, indicated having between 21 and 25 years of social work experience, and reported a current annual salary from their full-time, primary job of \$80,000.00 and over were 18.8 percent ($n = 6$). See Figure 47 below.

Figure 47

Current Annual Salary from LCSW Respondents' Full-Time, Primary Job between 21 and 25

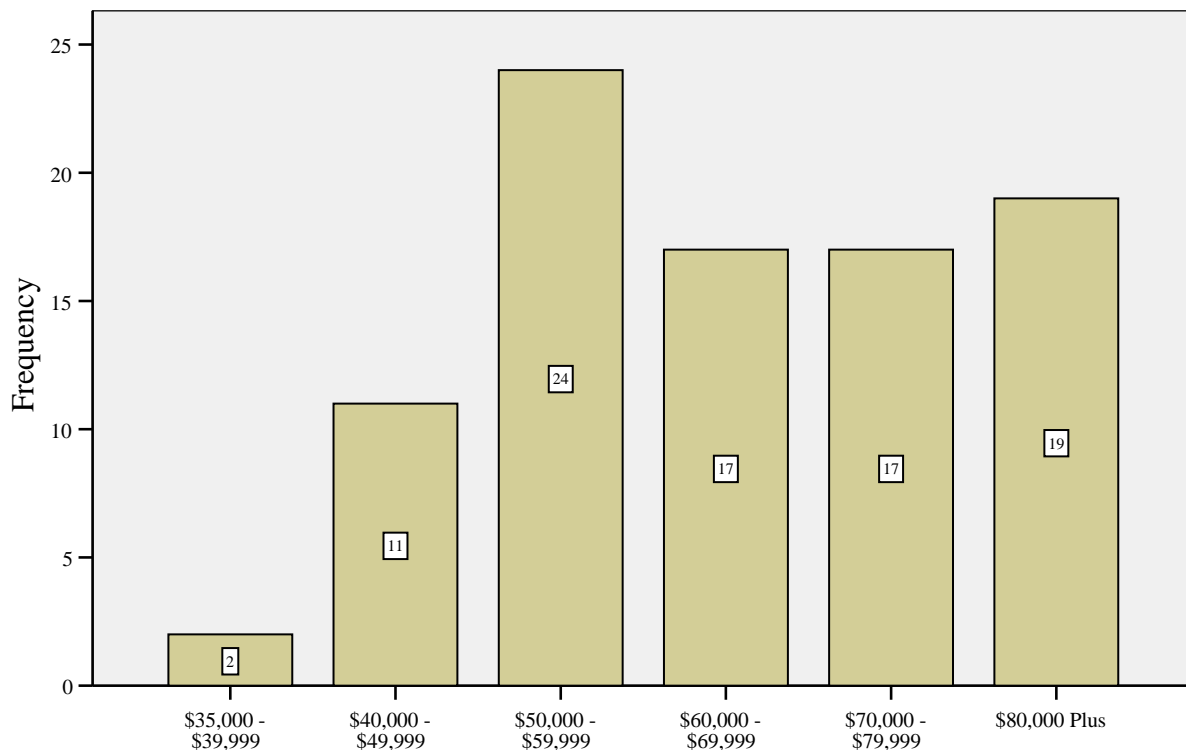
Years Experience



Out of the 269 respondents who reported to have a LCSW as their highest social work license, 90 reported having over 25 years of social work experience. Those respondents who reported to have a LCSW as their highest social work license, indicated having over 25 years of social work experience, and reported a current annual salary from their full-time, primary job between \$35,000.00 and \$39,999.00 were 2.2 percent ($n = 2$). Those respondents who reported to have a LCSW as their highest social work license, indicated having over 25 years of social work experience, and reported a current annual salary from their full-time, primary job between

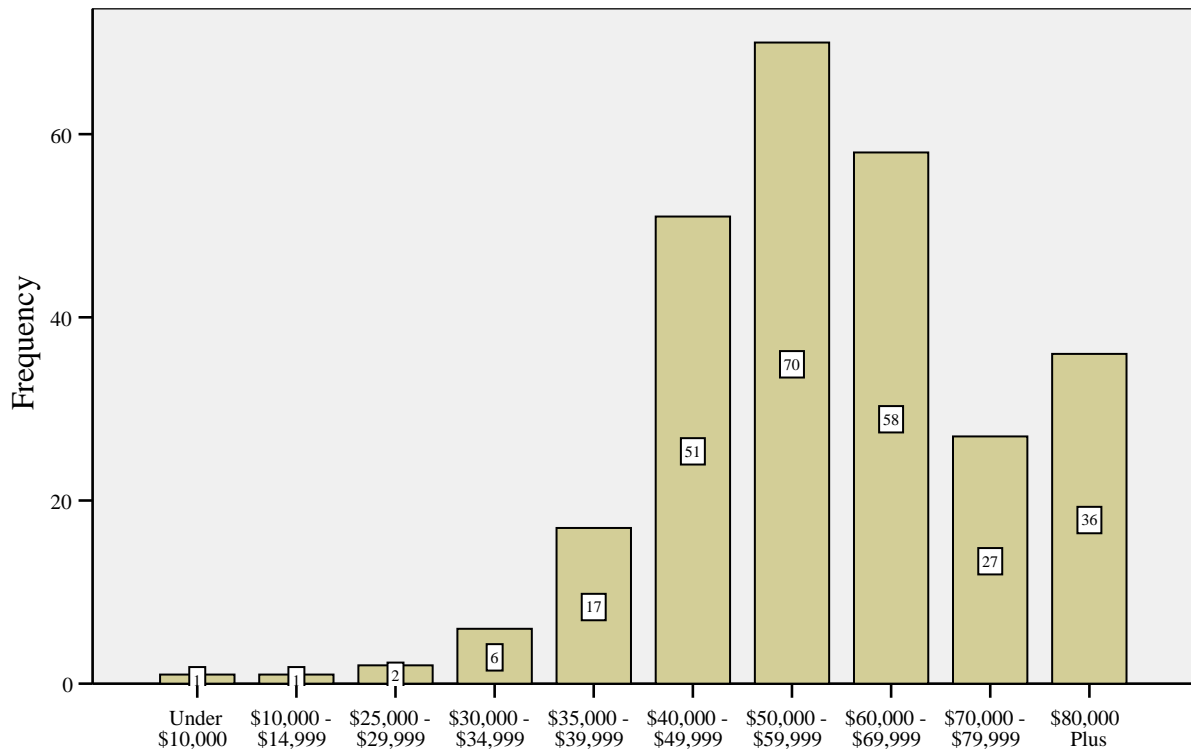
\$40,000.00 and \$49,999.00 were 12.2 percent ($n = 11$). Those respondents who reported to have a LCSW as their highest social work license, indicated having over 25 years of social work experience, and reported a current annual salary from their full-time, primary job between \$50,000.00 and \$59,999.00 were 26.7 percent ($n = 24$). Those respondents who reported to have a LCSW as their highest social work license, indicated having over 25 years of social work experience, and reported a current annual salary from their full-time, primary job between \$60,000.00 and \$69,999.00 were 18.9 percent ($n = 17$). Those respondents who reported to have a LCSW as their highest social work license, indicated having over 25 years of social work experience, and reported a current annual salary from their full-time, primary job between \$70,000.00 and \$79,999.00 were 18.9 percent ($n = 17$). Those respondents who reported to have a LCSW as their highest social work license, indicated having over 25 years of social work experience, and reported a current annual salary from their full-time, primary job of \$80,000.00 and over were 21.1 percent ($n = 19$). See Figure 48 below.

Figure 48

Current Annual Salary from LCSW Respondents' Full-Time, Primary Job with Over 25 YearsExperience

Across all 269 respondents who reported to have a LCSW as their highest social work license, the modal and median salary range of their reported current annual salary from their full-time, primary job was between \$50,000.00 and \$59,000.00 ($n = 70$; 26.0%). This analysis did not control for other variables (e.g., years experience, education, region, work setting, gender, and so forth). The distributions of LCSW annual salaries, who were employed in a full-time capacity, ranged from under \$10,000.00 to \$80,000.00 and over. See Figure 49 below.

Figure 49

Current Annual Salary from LCSW Respondents' Full-Time, Primary Job across all LCSWRespondents

The above data from LCSW respondents suggests that the average LCSW social worker has an annual salary between \$50,000.00 and \$59,000.00. The majority of the 269 LCSW respondents reported to have an annual salary from their primary job between \$40,000.00 and \$69,999.00 ($n = 197$, 66.6%). The overall lowest paid LCSW respondents reported an annual salary from their full-time, primary job of under \$10,000.00 ($n = 1$, 0.4%) and the highest paid LCSW respondents reported an annual salary from their full-time, primary job being \$80,000.00 and over ($n = 36$, 13.4%). A visual inspection of the LCSW salary data from this survey suggests

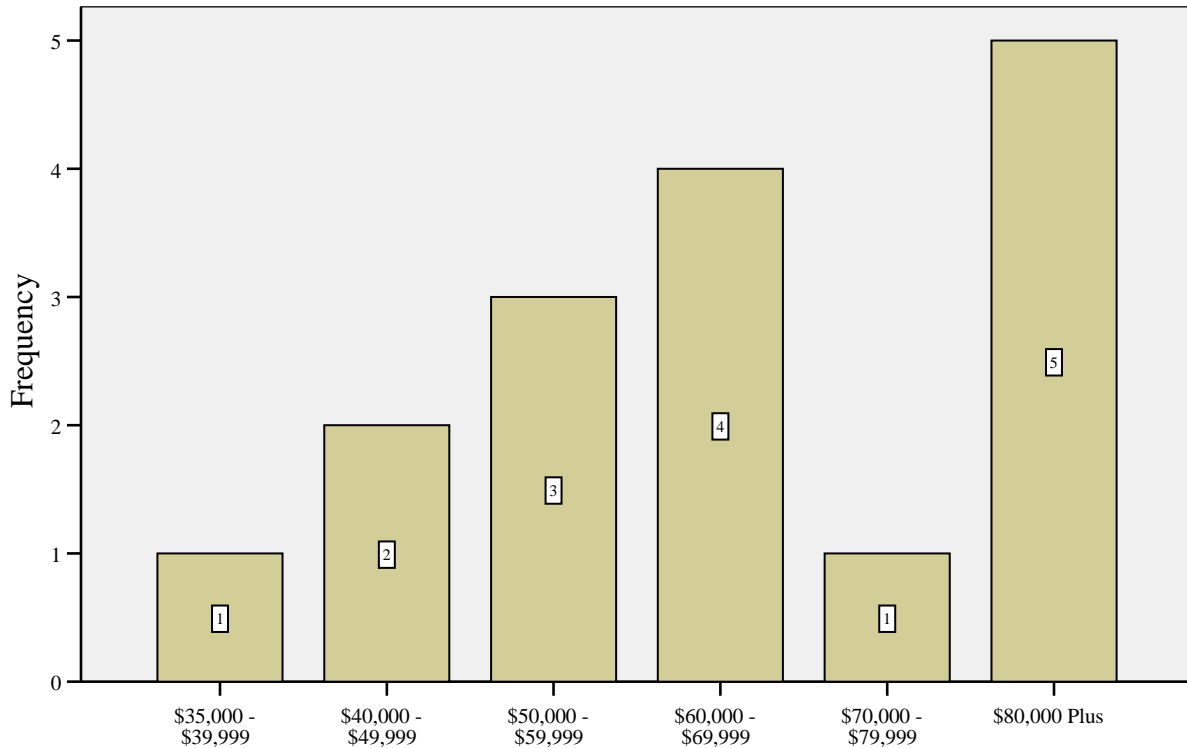
that most LCSW respondents had a starting annual salary from their full-time, primary job between \$40,000.00 and \$49,999.00 ($n = 4$, 36.4%) and tend to top-out with 11 to 15 years experience with annual salaries from their full-time, primary job reported to be between \$50,000 and \$59,999.00 ($n = 13$, 26.0%).

LBSW-IPR, LMSW-IPR, and LMSW-AP level salary data. There were not enough data to support an analysis of the LBSW-IPR ($n = 1$) and LMSW-IPR ($n = 7$) licensure levels. Out of the 699 respondents to the 2007 - 2008 NASW Texas Salary Survey, 16 cases were valid and there were no missing cases for this analysis (LMSW-AP). Furthermore, in this analysis respondents' full-time job status were used as control variable; no other variables were controlled for in this analysis (e.g., years experience, gender, age, education, region, and so forth) due to the few responses received. Out of the 16 respondents who reported to have a LMSW-AP as their highest social work license, the modal salary range of their reported current annual salary from their full-time, primary job was \$80,000.00 and over ($n = 5$; 31.3%); the median salary range of their reported current annual salary from their full-time, primary job was between \$60,000.00 and \$69,999.00 ($n = 4$; 25.0%). The distributions of LMSW-AP annual salaries, who were employed in a full-time capacity, ranged from under \$35,000.00 to \$80,000.00 and over. See Figure 50 below.

Figure 50

Current Annual Salary from LMSW-AP Respondents' Full-Time, Primary Job across all

LMSW-AP Respondents



The above data from LMSW-AP respondents suggests that the average LMSW-AP social worker has an annual salary between \$60,000.00 and \$69,999.00. The majority of the 16 LMSW-AP respondents reported to have an annual salary from their primary job between \$40,000.00 and \$69,999.00 ($n = 9, 56.3\%$). The overall lowest paid LMSW-AP respondents reported an annual salary from their full-time, primary job between \$35,000.00 and \$39,999.00 ($n = 1, 6.3\%$) and the highest paid LMSW-AP respondents reported an annual salary from their full-time, primary job being \$80,000.00 and over ($n = 5, 31.3\%$).

Salary by Region and Work Setting

There simply were not enough respondents providing data per region and work setting to make reliable interpretations. Consequently, these analyses are not presented; however, crosstab tables can be provided upon request.

Satisfaction with the Profession

Three items on the 2007 - 2008 NASW Texas Salary Survey related to respondent satisfaction. These items included 1) "I am satisfied with my current job;" 2) "I am satisfied with the public perception of the social work profession;" and 3) "I may consider leaving the social work profession as a result of inadequate salary". Each of these items had five ordinal response choices including: "Strongly Agree," "Agree," "Undecided," "Disagree," and "Strongly Disagree". For comparison purposes to the 2000 NASW Texas Salary Survey, the ordinal response choices were collapsed into the following: "Strongly Agree" and "Agree" into "Agreed," "Strongly Disagree" and "Disagree" into "Disagreed," and "Undecided".

Concerning the item, "I am satisfied with my current job," there were 695 valid cases and four missing cases. Out of the 695 respondents, 586 (84.3%) agreed that they are satisfied with their current job. A clear majority of the respondents reported to be satisfied with their current job. Concerning the item, "I am satisfied with the public perception of the social work profession," there were 694 valid cases and five missing cases. Out of the 694 respondents, 432 (62.4%) disagreed that they are satisfied with the public perception of the social work profession. A clear majority of the respondents reported to be dissatisfied with the public perception of the social work profession. Concerning the item, "I may consider leaving the social work profession as a result of inadequate salary," there were 695 valid cases and four missing cases. Out of the 695 respondents, 480 (69.1%) disagreed that they may consider leaving the social work

profession as a result of inadequate salary. A clear majority of the respondents reported that they disagreed that they may consider leaving the social work profession due to inadequate salary. In Table 2 below a comparison between the 2000 NASW Texas Salary Survey and the 2007 - 2008 NASW Texas Salary Survey responses are illustrated.

Table 2

Satisfaction with the Profession: A 2000 to 2007 - 2008 Comparison

Item #1: I am satisfied with my current job.

2000:	<u>84.0% Agreed</u>	11.0% Disagreed	5.0% Undecided
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2007 - 2008:	<u>84.3% Agreed</u>	09.4% Disagreed	6.3% Undecided
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Item #2: I am satisfied with the public perception of the social work profession.

2000:	23.0% Agreed	<u>61.0% Disagreed</u>	16.0% Undecided
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2007 - 2008:	24.2% Agreed	<u>62.4% Disagreed</u>	13.4% Undecided
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Item #3: I may consider leaving the social work profession as a result of inadequate salary.

2000:	19.0% Agree	<u>64.0% Disagreed</u>	17.0% Undecided
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2007 - 2008:	16.7% Agree	<u>69.1% Disagreed</u>	14.2% Undecided
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