

THE UNIVERSITY OF MANITOBA

A DESCRIPTIVE STUDY OF THE
MASTER OF SOCIAL WORK GRADUATES
OF THE UNIVERSITY OF MANITOBA
1954 - 1966

A REPORT OF A RESEARCH PROJECT
UNDERTAKEN AS A PARTIAL REQUIREMENT
FOR THE DEGREE OF
MASTER OF SOCIAL WORK

by:
Jacob Ypma



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ABSTRACT

The purpose of this research project was to obtain certain descriptive information concerning the M.S.W. graduates of the University of Manitoba. Focus was upon present personal characteristics, job characteristics and professional activities.

A mailed questionnaire to the 1954-1966 graduates provided the data. Findings were placed in four sections: (1) general characteristics, (2) employment location, (3) position distribution, (4) professional activities.

Fifty-six per cent of the graduates were male. Female respondents had graduated at a younger age than their male counterparts and comprised ten of the thirteen no longer employed in social work.

Almost seventy per cent (69.2) of the respondents were employed in the Province of Manitoba.

Administrative and supervisory positions occupied a large percentage of the graduates. Significantly more males than females were so employed.

Although 76.6 per cent of the respondents belonged to professional organizations, only six had published in journals.

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CHAPTER I

INTRODUCTION

As the School of Social Work at the University of Manitoba prepares to observe its twenty-fifth anniversary during the academic year 1968-1969, there is considerable interest in obtaining information about the graduates of the school. No consolidated information was available as to what the alumni had achieved since graduation, what positions they held or where they had moved to.

The purpose of this research, therefore, is to fill in part of this knowledge gap by obtaining certain data from the graduates of the school. Such data is always of general interest but in this instance it could also function as an evaluative inventory for the school. Initially it was thought that a study of the employment mobility and career patterns of a group of graduates would be most productive in view of the concern expressed. Since several programs have been offered throughout the school's history, the group completing the recent sequence of study leading to a Master's degree in Social Work was chosen for the study. The scarcity of the students pursuing this course in its early years prevented the feasibility of a meaningful surveillance of the entire career of the graduates. It was therefore decided to focus on the present job characteristics and professional activities of the M.S.W. graduates (1954-1966), by using a

descriptive study to acquire the desired data.

The study will be a cross sectional one, or in other words, of a latitudinal nature. All the M.S.W. graduates of school during the thirteen year period will be included. Seven students at the University of Manitoba school of Social Work carried out the project under faculty supervision as the research component of their M.S.W. requirements. Work was begun in September of 1967. By February 20, 1968, 188 of the 269 graduates had successfully been contacted and the information returned. Analyses of the data was then begun and the report of the findings was completed by April 5, 1968.

The study, as pointed out previously, deals only with one segment of the social workers who have attended the school in the past twenty-five years. These are the individuals of the two year Master of Social Work program. Furthermore, the M.S.W. graduates are of a limited time period as well as from a particular school--the University of Manitoba. The data will therefore not be applicable to other M.S.W. graduates of a different time, locality, or institution.

Not all the graduates of the designed thirteen year period returned the questionnaire. At least nine of the eighty-one graduates could not be located. Three or four returned theirs after the cut-off date. In all probability fifty or sixty graduates, for unknown reasons, received but

did not return the questionnaire. Speculation as to whom or for what reason these individuals did not respond would prove unfruitful. Nevertheless, the interpreter of the data must keep in mind the important fact that the data pertains only to 188 of the total M.S.W. graduates. Although this number provides meaningful data, caution must be exercised in its interpretation.

The study is further limited by concentrating on the present. Experience prior to graduation was disregarded. Activities and factors influencing the graduates' present situation have also been allowed to remain dormant. Only a limited number of the characteristics considered most important for the purposes of the study have been described. The scope of this study must therefore be seen as limited from the above mentioned perspectives. Interpretations, conclusions and generalizations must therefore be cautiously made. Only if such precautions are taken will the study's proclaimed objective of providing an initial description of certain specified characteristics and activities of the M.S.W. graduates be attained.

From this perspective it becomes possible to state more precisely what it is that the study seeks to describe. Specifically the problem or central concern can best be formulated as a question. This can be stated as:

What are some of the present personal and occupational characteristics of the University

of Manitoba M.S.W. graduates, 1954-1966, inclusive, and what are and have been some of their professional activities since graduation?

Certain definitions are necessary to state more clearly the nature of the descriptive material desired.

M.S.W. graduate - refers to an individual who has successfully completed two years of graduate study and has been awarded the degree Master of Social Work from the University of Manitoba.

Personal characteristics - aspects of individual graduates inherent to him as a person. Sex, age at graduation, and marital status are considered in this study.

Job characteristics - are aspects of the graduate social worker--position constellation felt to be of importance in the study. Such characteristics include primary position, year of graduation, method of practice, employment, classification, number of jobs held, field of practice, kind of agency, and geographic location of agency. (For characteristic classification and categorization see Code and Instruction Sheet, APPENDIX I-B.)

Professional characteristics - are any activities carried out as a professional social worker and of social work value and orientation but not related to the job held by the worker. (For specific activities see questionnaire, APPENDIX I-A.)

The central question or concern can be seen as covering a broad range of descriptive material. To proceed in an orderly fashion and make the data easier to classify and interpret, four areas of concern are seen as being relevant to the central question. Each area of concern contains specific sub-questions which the descriptive analysis should provide data for. The areas and the sub-questions along with their rationale will be stated below so that the reader may more easily follow the particular descriptive material and its analysis.

The first area can be designated as that of general description. In this section questions are asked for the purpose of obtaining certain general aspects of the graduates. Seven sub-questions have been formulated:

- 1) Of the total number of M.S.W. graduates, what is the number and percentage of males and females by year of graduation?

Social work has always been identified with being a female dominated profession. Case illustrations, social work literature, as well as the popular image of the social

worker tend to portray the female in social work. Increased salaries and career opportunities, however, seem to have made social work a more viable option for men. Through the data obtained to this question, an attempt will be made to see whether or not the University of Manitoba School of Social Work has, during the time period covered, had a predominance of female graduates, and whether the percentage of men graduates has been increasing.

2) Of the total number of respondents what is the number and percentage of males and females by year of graduation?

The percentage of respondents is of great importance to the representativeness of the data. Who do not respond may be as significant as those who do respond. A large difference in the percentage of male and female respondents might indicate not only that females are more difficult to contact due to name changes by marriage, but also that a higher proportion may have left practice and therefore may not feel identified with the field and hesitate to respond.

3) What was the age distribution of the respondents at the time of graduation by sex?

It appears that students completing the social work training are frequently with some work experience and thus perhaps somewhat older than other professional persons with education programs of similar length. It was also thought to be a possibility that there might be a difference in the sexes in this regard.

4) What was the employment status of the respondents by sex?

This question was asked to determine the number of people leaving the profession or engaging in social work on a part time basis. It is often assumed that especially women graduates practice for a short period of time only before dropping out to raise a family.

5) Of the group presently not employed in social work what is the sex and marital status and what percentage is planning to resume practice?

It is presumed that the majority of those not presently employed in social work would be women. As for question four, the explanation might be their full time family responsibilities. If this is the case, a considerable number of such women may want to resume practice once their children reach an age that makes it more feasible for their return to the labour market.

6) What is the number and percentage of years the respondents worked in social work out of the number of years they could have worked?

Social work education requires a heavy financial investment on the part of the community to each individual who receives such education. That this education is utilized would thus be a concern for the community in terms of its financial investment for trained personnel in social work positions. The profession of social work is presently haunted by its

shortage of trained workers. This question should provide information to the various bodies concerned as to how much the graduates of the school are making use of the received training through employment in social work positions.

7) What is the average length of time the respondents remain in the same agency?

Staff turnover of its professional staff is undoubtedly a major concern of social service agencies. Rapid turnover of staff is frequently seen as being detrimental to the stability and effectiveness of an agency's service delivery. The variety of experience workers bring to agencies is frequently felt not to compensate for the time required to learn a new job. A recent study concerned with this aspect stated:

Usually, it is not desirable to keep a good worker as little as two years. This is not to say there would not be a real contribution made--but there is rather widespread general agreement that it is desirable for employment to last longer than two years.¹

With the present job opportunities, we are interested in this aspect of mobility as it pertains to the graduates of this study.

¹W. L. Kindelsperger, Employment Characteristics of Recent Group Work Graduates. (New York: National Social Welfare Assembly, undated), p. 23.

The second section of the descriptive material shows concern about where the graduates are working. The employment location is covered by four specific questions.

1) What is the geographic distribution of the graduates?

The University of Manitoba is situated in an area which has of late been concerned about its educated and trained population moving to other areas. This is part of what is generally discussed as the "brain-drain". Such a problem is, of course, beyond the scope of this study. Nevertheless, it was felt to be worthwhile to find out where the University of Manitoba M.S.W. graduates have gravitated.

2) What percentage of respondents work in rural areas and what percentage work in urban areas?

The demand for trained social workers frequently enables graduates to choose their place of employment. The advantages of urban life, claim rural agencies, make it difficult to staff rural agencies. This study will attempt to discover where University of Manitoba M.S.W. graduates are in this respect.

3) What is the distribution of the respondents in the various fields of practice?

Certain fields of practice may attract a larger percentage of trained workers than others. Wilensky and Lebeaux, for example, point out that the field of public assistance which contains over forty per cent of the U.S. social work

positions has only four per cent of its workers with two years of graduate work. Psychiatric work in clinics having greater prestige, on the other hand, has over eighty per cent of its workers with this level of education.² Data should provide us with knowledge of which fields (if any) seem to be favoured by the graduates whose data was used in this study.

4) What percentage of the respondents work in

public and what percentage work in private agencies?

As in the previous question, social workers are accused of also moving to private agencies in which there is said to be more freedom to practice in the manner and techniques preferred by social workers. In certain private settings clientele is more or less selected and working conditions may be better than in public settings. Whether such charges are true or not it will be of interest to know if the group studied here show a larger representation in private agencies.

The third area of interest is that of the position of the graduates. Four questions follow, all of which seek to discover various aspects of position distribution.

1. What is the distribution of respondents by position?

The curriculum of the School of Social Work at the University of Manitoba is, as most graduate schools of social work,

²Harold L. Wilensky and Charles N. Lebeaux, Industrial Society and Social Welfare (New York: The Free Press, 1965) p. 292.

heavily oriented toward practice. The graduates have had extensive training for practice in casework or group work. Aspiring professionals, however, aspire to managerial positions for which they have little or no training.³ Since graduates from the University of Manitoba are trained for practice, it is of importance to see what position, and hence what work they are presently doing.

2. What is the distribution of male and female respondents in the various positions?

Although often identified as a feminine profession, there seems to be evidence that there is a sex bias in favor of men for top positions. This is expressed by Wilensky and Lebeaux.

There is a norm still prevalent in American culture which says, "Women should not be in authority over men of roughly the same social class and age."

Further, the next step up is likely to be blocked for the female supervisor because of the notion that women are not good risks for top administration.⁴

We will see if our data would support the notion that women

³F. R. Mackinnon, Types and Levels of Service in the Social Welfare Field and Related Educational Requirements. A report to the Conference on Manpower Needs in the Field of Social Welfare, Ottawa, Nov. 29, 1966. (Ottawa: By the author, 1966), p. 22.

⁴Harold L. Wilensky and Charles N. Lebeaux, Industrial Society and Social Welfare (New York: The Free Press, 1965), p. 323.

are underrepresented in supervisory or administrative positions.

3. What is the distribution of caseworkers and groupworkers in the various positions?

It was felt that there might be a difference in the method of practice and the level of position. The relatively small number of people trained in group work was thought to be one important factor here.

4. What positions do males and females occupy in the various fields of practice?

Two issues of importance are seen as being the rationale for this question. First it can be determined if the sexes are attracted or accepted to a greater extent in certain fields of practice. A high percentage of females in child welfare might indicate that females choose this field or perhaps that they feel more accepted in this particular field. The second issue, however, is concerned with the position the sexes hold in the various fields. Females may be represented largely as practitioners in a certain field. Or in another field perhaps males are present only in administrative capacity. Data obtained should indicate such trends.

The last area of concern deals with the extra-professional activities of the graduates. Five questions are asked but the rationale is to a large extent similar in that an indication is sought of the involvement with the profession in extra-employment situations.

1. What is the number and percentage of respondents who are members of professional organizations?
2. How many respondents hold executive positions in professional organizations?
3. What is the number and percentage of respondents subscribing to professional journals and which journals are most frequently subscribed to?
4. How many of the respondents have published articles in professional journals since graduation and how many have published a book since graduation?
5. What number and percentage, during the year 1967, have given lectures on social work subjects?

It was felt that a mailed questionnaire was the most economic and practical method of obtaining the data for this research. The questionnaire was pre-tested on nine available M.S.W. graduates. Minor adjustments were made before the questionnaire and code sheet (Appendix I-A, I-B) were mailed to the graduate population.

The returned questionnaires provided the data for the study. Much of the data is straightforward and is shown in simple statistical tables. Graphs are utilized to increase clarity when certain characteristics are cross classified. The findings and analysis thus presented are felt to provide the reader with the relevant research material in the clearest and most uncomplicated manner.

CHAPTER II

BACKGROUND AND PREVIOUS STUDIES

Little background material is available for a study focusing on an almost unique description. One could perhaps see the study in the theoretical context of occupational sociology. Very little has been done on the social work profession specifically, however, and if it had, it would provide only a comparative base from which the group studied here could be viewed. Much more work will have to be done on a theoretical level before a study such as this would have an organized background or context from which it could develop.

Several studies which had a good deal in common with the type of study presented here were located and reviewed in preparation. These studies, although all different in particular aspects, do provide some comparative material. They will therefore be described briefly noting their similarities and differences as well as certain highlights which may provide interesting comparison or illumination to the study undertaken here.

F. J. Turner completed a study of the 1950-1963 alumni of the University of Ottawa School of Social Welfare. The study included graduates of the various programs leading to a diploma in social work, bachelor of social work and master of social work. Included in Turner's study is a

large section consisting of the social characteristics and family backgrounds of graduates. The varying levels of education and predominantly Catholic religious affiliation of the graduates as well as its Ontario location are prime factors to be considered if any comparison is made to the M.S.W. graduates of the University of Manitoba.

A comprehensive longitudinal study of two year graduates of the University of Pennsylvania was undertaken by Margaret Bishop. Graduates, numbering 1054, of the years 1936-1954, were followed up and their careers scrutinized. Eighty-nine per cent of these graduates responded and their occupational histories were studied. This doctoral thesis presents a very comprehensive analysis of the career patterns of a group of graduate social workers.

More similar to the study presented in this report is a University of Texas study of their 1950-1960 M.S.W. graduates. Although carried out in a U.S. setting, the characteristics analyzed corresponded to the ones presented in this report on the University of Manitoba graduates.

Finally a study of University of Utah graduates was reviewed. The main concern here was that of geographic mobility of the graduate social workers.

As noted previously the studies described have many factors which make their comparison to the one in this report invalid. They should be used very cautiously therefore, in relation to the findings of this report. They are

considered helpful in creating an understanding of, or a feeling for, the material presented in this report, especially in regard to the interpretation of the findings.

CHAPTER III

METHOD

To obtain the data for the study, the questionnaire was judged to be the only feasible method to contact the geographically scattered graduates. It was felt that the objective nature of the required information could adequately be given with a minimum of written instruction and direction. The questionnaire along with the instructions would then be mailed to the most recent address of the graduate. The list of addresses was compiled from several sources including the University of Manitoba alumni list, School of Social Work records, and Manitoba Association of Social Workers directory. The data for the study would be acquired in its entirety from the returned questionnaires.

The entire population of M.S.W. graduates from 1954-1966 were included in the study. The 1967 graduates alone were not included since their recent graduation meant they had worked less than one year which was considered the minimum experience required to describe work and extra-employment activities from a meaningful perspective. In all there were 269 M.S.W. graduates of the school during the thirteen year period from 1954-1966, and thus 269 questionnaires, coded to assure anonymity, were sent to the graduates.

Accompanying each questionnaire was a separate code

and instruction sheet to assist the person in completing the questionnaire in the most appropriate manner. In addition a letter signed by the staff project advisor, Miss Fridfinnson, was enclosed to acquaint the graduates with the study, its purpose, and objectives. Copies of the questionnaire, code and instruction sheet, and accompanying letter are presented in Appendix I-A, I-B, and I-C, respectively.

In an effort to obtain the necessary information with the least possible time spent by the graduates, the total questionnaire was a single sheet. The personal as well as the extra-employment data was rather straightforward and was explained on the questionnaire itself. The job characteristics required much defining and classification. This was all presented on the code and instruction sheet so that several letters or numbers transferred to the appropriate blanks of the questionnaire was enough to provide the necessary information for the various characteristics which were being studied.

A pre-test was done on the questionnaire by asking nine M.S.W. graduates from several of the agencies where students doing the study were in student placement units. Although not being representative, the time did not permit mailing to a selected sample of the graduates. The pre-test was valuable in that these respondents, after completing the questionnaire verbally, conveyed the feelings and

opinions they had about the questionnaire. Certain minor changes were made.

A question concerning the children and their ages was deleted when it was not seen to be specifically relevant to any question which the research was to answer.

The section about the lectures was altered, as it proved unclear. Previously the numbers of lectures was recorded by intervals. Discreet numbers on the ordinal scale dispelled some of the confusion but even this adjustment failed to clarify objectively what was required in the question about lectures.

For the entire section dealing with extra-employment activities, i.e., lectures, professional organization positions, and journal subscription, only the year 1967 was to be used to indicate such activities. This was felt to be more in keeping with the present orientation of the rest of the questions. Publications since graduation were requested, however, at the anticipation of the scarcity of items here even for the entire period.

To the section concerning employment classification was added a category for volunteers. Another change was a division in the position classification. It was felt that the position of teacher should be divided into two groups--one for teachers working in classroom and the other for teachers in field work situations.

A final adjustment was the re-organization of the code and instruction sheet to have the items match the order

of the questions on the questionnaire. These adjustments made, the questionnaire, the code and instruction sheet, and the letter were judged complete. They were mailed on January 26, 1968, in the form as presented in the previously mentioned appendix references.

The analysis of a descriptive study such as this one can perhaps best be described in terms of its major headings since the total information is too diffuse to describe clearly and comprehensively. Many of the cross classifications also are self-explanatory and thus need only to be mentioned here.

The section concerning the general description of the graduates is quite straightforward. First the separate data concerning the number of graduates, the number of respondents, and the age of the respondents will all be cross classified with the sex of the graduate. Next the entire respondent population will be classified as to their employment status as categorized in Code A (Appendix I-B). The non-employed group is then to be classified according to sex and their intention to return to practice.

To discover the percentage of time the graduates worked, we multiplied the number of years each graduating class could have worked by the number of people in each class. From this total number of years the actual number of years the graduates were employed was subtracted. Part time employees were credited with one full year for every

two years worked. From these two totals the percentage of time worked was calculated.

The length of time graduates remained in the same agency was calculated by adding the total number of job changes together with the initial jobs. This was felt to be a more accurate representation of the time spent in each agency by a graduate than the number of job changes would indicate.

The employment location data found under the headings Field of Practice, Private-Public, Urban-Rural, and Geographic Classification will be represented graphically or mentioned briefly in the text. The various categories for these four aspects are depicted on the code and instruction sheet. Code C illustrates the various fields of practice. Instructions II and III represent private-public and urban-rural definitions. Code D classifies the different geographical areas (Codes and Instructions, Appendix I-B).

In analyzing the data in regard to positions, the definitions of Code B on the code and instruction sheet were used. The respondents were then analyzed according to position. Another graph is used to illustrate positions of the male and female respondents. Yet another graph shows the method of practice and the positions held. A somewhat more complex cross classification then was attempted to portray position, sex and field of practice. It was felt that these three factors analyzed would be a strong indicator of where the graduates were in terms of field of

practice and what positions had been achieved there.

The data obtained about the professional activities of the graduates is recorded mainly by simple tables or statements indicating the various totals and percentages of the items felt to show involvement with the profession. This data is simple and statements included in the text are self-explanatory.

This brief description of the way data will be analyzed and presented leads us to the heart of the study-- the actual findings.

CHAPTER IV
ANALYSTS OF DATA

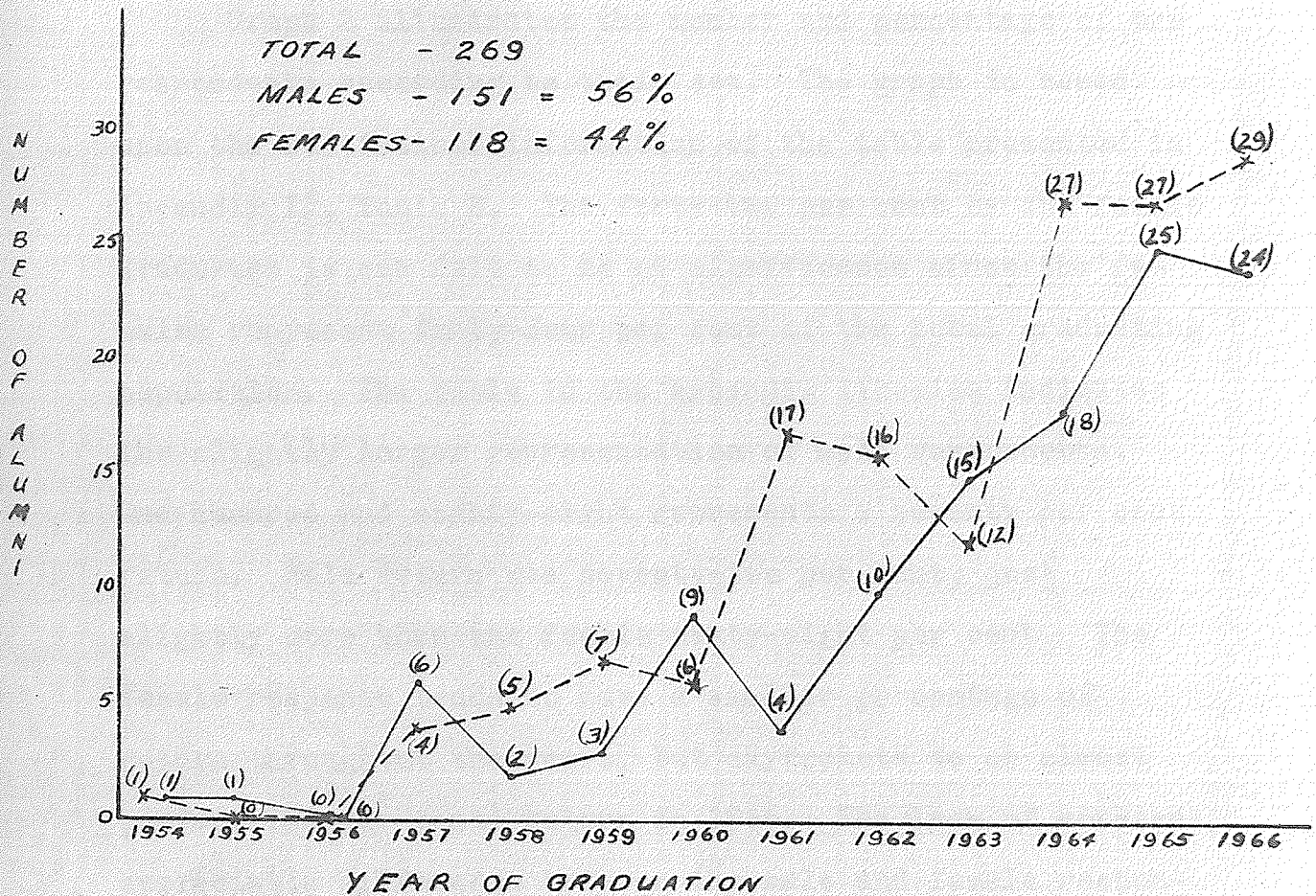
Of the 269 questionnaires sent out from the school, 188 were returned. All of these were completed satisfactorily and were used. Eight letters were returned due to the fact that these graduates could not be located. Several other questionnaires arrived after the February 20 closing date.

In order to maintain an orderly progression in the presentation of the findings, the material will be dealt with in the order of the concerns as they are found in the introduction. So that the reader need not constantly refer back, the essence of the question will be mentioned as the data dealing with it is presented.

The first question in the general description concerned itself with the sex of the graduates of the thirteen graduating classes. The statistical results in the form of a table are presented in Appendix II, Table A. Graph 1 illustrates more clearly this distribution of the graduates over the period 1954-1966. Of the total 269 graduates, slightly more than half or fifty-six per cent have been males. The small number of graduates in the first years of the program denies any serious attempt to indicate a trend as to the sex of the graduates over these years. The year

GRAPH 1

NUMERICAL DISTRIBUTION
OF TOTAL GROUP OF MSW ALUMNI, BY
SEX AND YEAR OF GRADUATION



CODE

X--- MALES

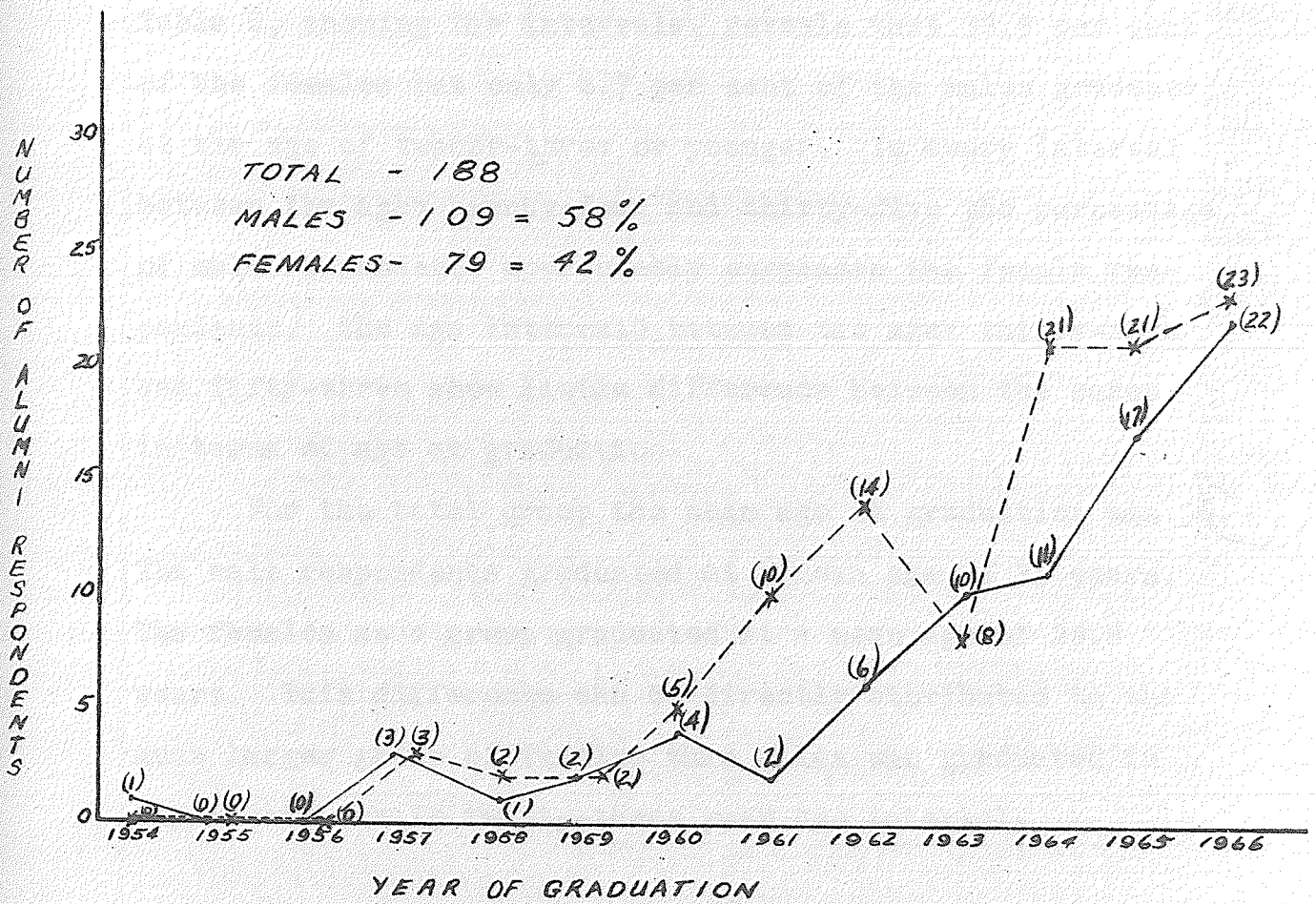
— FEMALE

1961 is the first year in which more than twenty students graduated from the school. This number has, at uneven rates, continued to increase. During this period, the number of male graduates has, in every year of graduation except 1963, exceeded the number of female graduates. There is, however, no relatively constant ratio from year to year, nor any indication that either sex is actually increasing its proportion of the graduates.

Graph 2 illustrates the number and percentage of the respondents according to their sex. The graph is based upon the statistical information of the table presented in Appendix II, Table B. The forty-two per cent by the female graduates is not felt to be of significance since the females represent forty-four per cent of the total graduating population. The table in the appendix likewise indicates the slightly larger representation of male respondents. One hundred and eighty-eight represents a seventy per cent return. Male return was seventy-two per cent, just slightly more than the female sixty-eight per cent. The female response tends to have a smaller percentage of return throughout the years, but skyrockets to an almost perfect (96 per cent) return in 1966. The lack of constant, appreciable difference between the male and female respondents, however, would not seem to justify speculation that less female graduates responded for a specific reason.

GRAPH 2

NUMERICAL DISTRIBUTION
OF MSW ALUMNI RESPONDENTS, BY
SEX AND YEAR OF GRADUATION



CODE

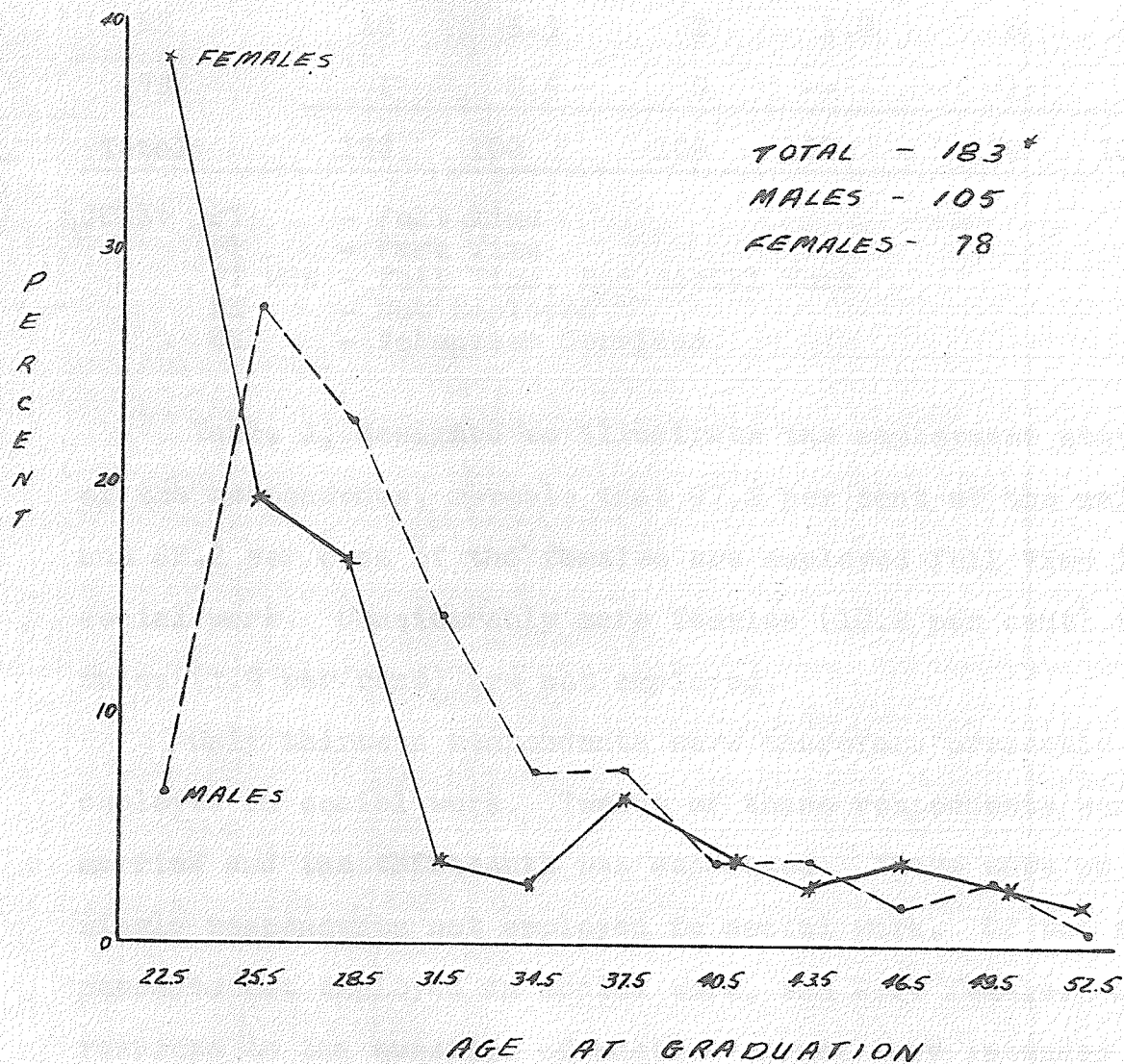
X--- MALES
— FEMALES

The age distribution of the graduates presented interesting information. Graph 3 illustrates that there is a much larger percentage of female than male respondents represented at the mid-point of the first interval. At the second interval mid-point, however, the male percentage is greater. This remains for four more intervals whereupon there is no further noticeable difference. Appendix II, Table C, showing the intervals, reveals that 38.5 per cent of the females but only 6.7 per cent of the males graduate at the age of twenty-three or younger. In every interval between the ages twenty-four and thirty-five the percentage of male respondents appreciably surpasses the female respondents. The age intervals between the ages thirty-five and fifty-three show little difference between the sexes in terms of age at graduation.

For the total group the mean age at graduation was 30. The male respondents graduated at a mean age of 31 years. The females as a group graduated at a mean age of 28.8 years. This difference can be directly attributed to the much larger group of females than males who graduated in the twenty-one to twenty-three year age interval.

GRAPH 3

PERCENTAGE COMPARISON OF THE AGE AT GRADUATION BY SEX



* 4 MALES DID NOT RESPOND TO THIS QUESTION
1 FEMALE DID NOT RESPOND TO THIS QUESTION

TABLE 1
EMPLOYMENT STATUS BY SEX

Employment Classifi- cation	Total		Male		Female	
	Number	Percent	Number	Percent	Number	Percent
FT	171	91.0	106	97.2	65	82.2
PT	4	2.1	0	--	4	5
FT NSW	2	1.1	1	.9	1	1.3
NE	10	5.3	2	1.9	8	10.2
VS	1	0.5	0	--	1	1.3
Total	188	100	109	100	79	100

CODE: FT - Full Time
 PT - Part Time
 FT NSW - Full Time, Non-Social Work
 NE - Not Employed
 VS - Volunteer Services

Table 1, designed to illustrate the employment status of the respondents, reveals that 97.2 per cent of the males and 82.2 per cent of the females are employed full time in social work. Considerably more females (10.2 per cent) than males (1.9 per cent) are not employed.

Only thirteen respondents were therefore presently not employed in social work. Twelve of these respondents were married and the thirteenth was separated. There were no single respondents not employed in social work. Of the respondents not employed in social work, ten were female. In response to the question of whether or not they intended to resume practice, ten answered affirmatively, one negatively, and two made no response.

TABLE 2

TOTAL NUMBER OF YEARS AND PERCENT OF TIME
RESPONDENTS WORKED IN SOCIAL WORK
BY SEX

Sex	Number of years worked	Number of years could have worked	Percent of time worked
Both	780	844	92.5
Male	493	498	99.0
Female	287	346	83.0

The question as to whether or not social work respondents receive professional education and then fail to utilize it is analyzed in Table 2. The totals shown here are based upon a more extensive table portraying this information by years. This is shown in Appendix II, Table D. The totals indicate that the male respondents have lost but five years out of a total of 498. Ninety-nine per cent of the possible time in years has therefore been worked by the male respondents. The female respondents' percentage of time worked is 83.0 per cent. This points to the fact that the female respondents lose a considerably greater number of years than do the male graduates. It should be noted, however, that the female respondents have worked more than four-fifths of the total number of years they could have worked.

TABLE 3
AVERAGE LENGTH OF TIME RESPONDENTS
REMAIN IN SAME AGENCY

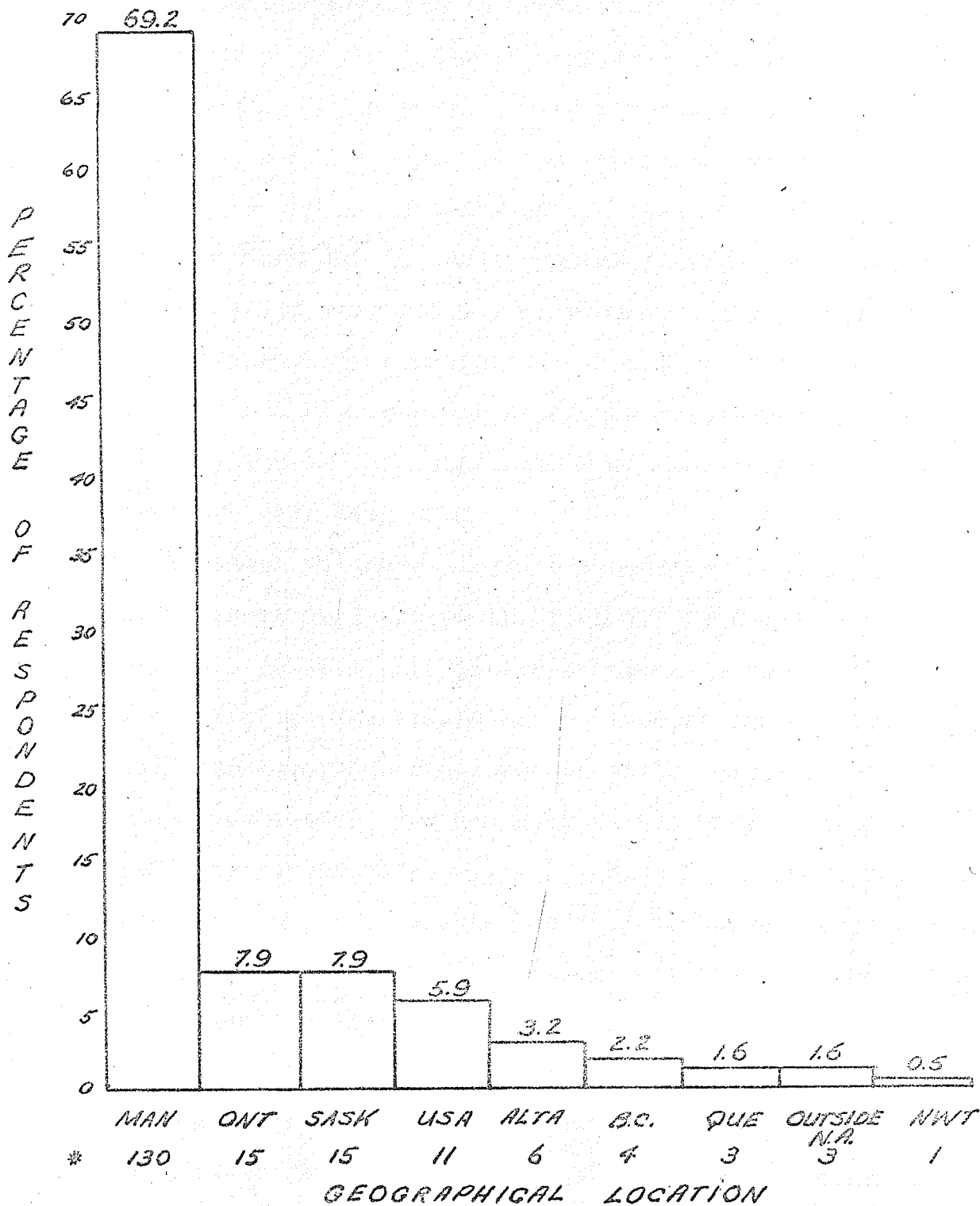
Sex	Number of years employed	Number of jobs held	Average number of years per job
Both	780	297	2.6
Male	493	172	2.9
Female	287	125	2.3

The attempt to assess the inter-agency mobility is shown in Table 3. The average age length of time that the male respondents remain in an agency is apparently six-tenths of a year longer than their female colleagues. It must be remembered, however, that the table deals in overall averages only.

The following section of the analysis will cover the employment location of the respondents. Presented first is the geographical distribution. Graph 4 is the pictorial analysis of where the M.S.W. respondents are presently located. The most obvious and impressive fact is that almost seventy per cent (69.2) of the respondents are presently employed in the Province of Manitoba. In all, fourteen people are no longer in Canada.

GRAPH 4

GEOGRAPHICAL LOCATION OF RESPONDENTS



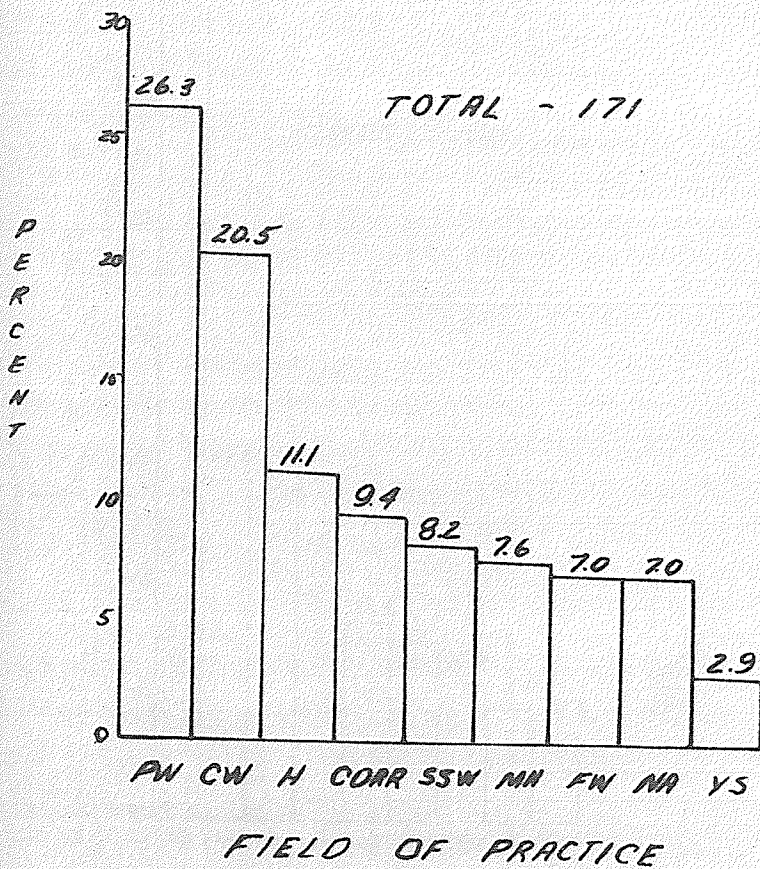
* NUMBER OF RESPONDENTS

In all, 171 M.S.W. were now practicing. Of this number, 139 are employed in urban areas. This constitutes 81.5 per cent of the presently employed responding graduates. The remaining 18.5 per cent or thirty-two graduates are now employed in rural areas. Of the previously mentioned total of 780 years the respondents have worked, 637 were spent in urban areas and 143 in rural regions. These percentages of 81.65 and 18.35 respectively correspond closely to the present division of respondents working in urban and rural settings. Roughly four-fifths of the respondents, as well as four-fifths of the total number of years worked by the respondents, has been urban.

Location of the employed respondents in terms of the field of practice is shown in Graph 5. Of these respondents, 26.3 per cent are presently employed in the field of public welfare. The health has a stronger representation (11.1) than does the mental health field which has only 7.6 of the respondents. Further elaboration on the field of practice is contained in Graph 6. Here it is shown that it is the males who are responsible for the large representation of the total employed in public welfare. Of the males, 33.9 per cent are employed in this field in comparison to 13.8 per cent of the females. Child welfare represents the field that attracts a larger percentage (30.8) of the females. Several other fields of practice show a disproportionate number of either sex.

GRAPH 5

PERCENTAGE DISTRIBUTION OF
RESPONDENTS EMPLOYED FULL
TIME, BY FIELD OF PRACTICE

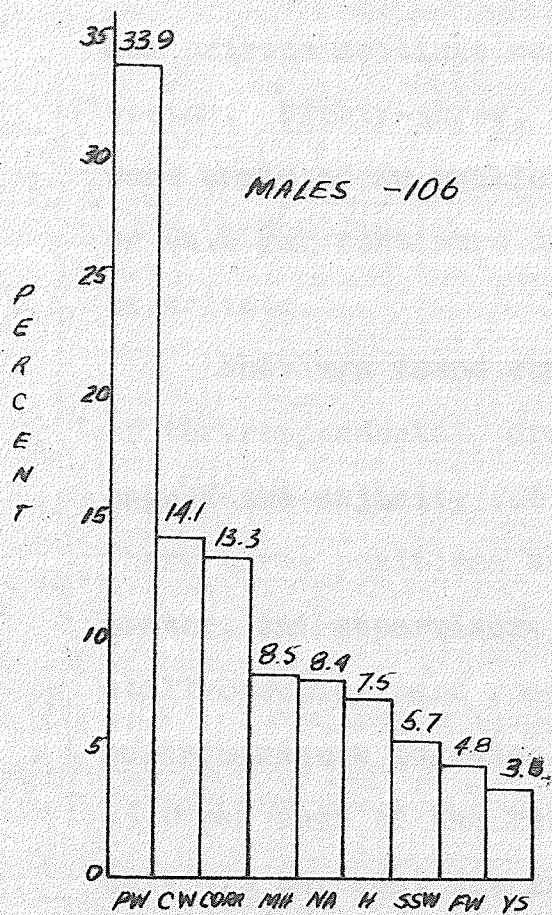


CODE:

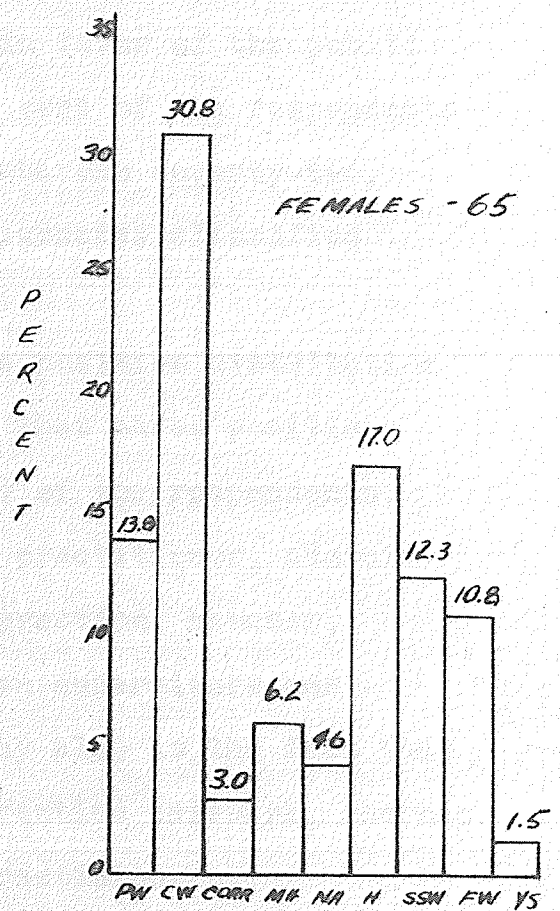
- PW - PUBLIC WELFARE
- CW - CHILD WELFARE
- H - HEALTH
- CORR - CORRECTIONS
- SSW - SCHOOL SOCIAL WORK
- MH - MENTAL HEALTH
- FW - FAMILY WELFARE
- NA - NOT APPLICABLE
- YS - YOUTH SERVICES

GRAPH 6

PERCENTAGE COMPARISON OF RESPONDENTS
BY SEX & FIELD OF PRACTICE



MALE DISTRIBUTION



FEMALE DISTRIBUTION

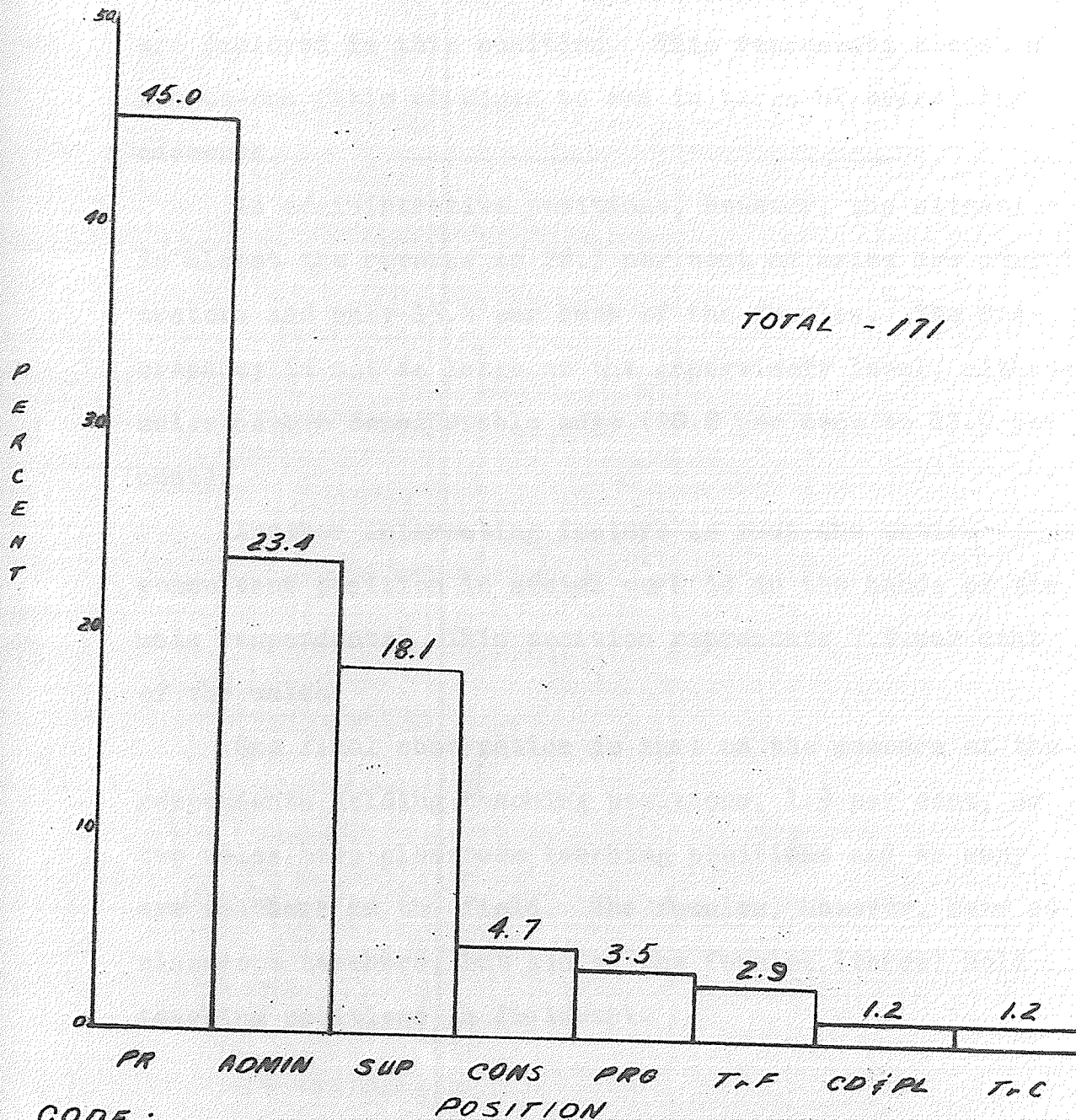
Corrections employs 13.3 per cent of the males but only 3.0 per cent of the females. The health field, on the other hand, attracts only 7.5 per cent of the males but 17.0 per cent of the females. School social work and family welfare also demonstrate a larger percentage of the female respondents.

The distribution of the respondents between public and private settings was slightly in favor of the public sector. Ninety-three, or 55.6 per cent of the respondents were employed in public settings, whereas seventy-two, or 44.4 per cent were employed in agencies classified as private.

What was found concerning the position distribution of the respondents? Graph 7 shows that three positions engulf the majority (86.5 per cent) of the respondents. These three positions are casework practitioner, administrator, and supervisor. Casework practice, however, still occupies more respondents than supervisors and administrators together. Noteworthy also is the fact that 45.0 per cent of the respondents practice casework, whereas only 3.5 per cent are group work practitioners.

GRAPH 7

PERCENTAGE DISTRIBUTION OF RESPONDENTS EMPLOYED FULL TIME, BY POSITION



CODE :

PR = PRACTITIONER
ADMIN = ADMINISTRATOR

SUP = SUPERVISOR
TrC = CLASSROOM TEACHER

CONS = CONSULTANT
PRG = GROUP WORK PRACTITIONERS

TrF = FIELD TEACHER
CD&PL = COMMUNITY DEVELOPEMENT & PLANNING

Graph 8 shows how the sexes fare in terms of position. Of the females, 61.5 per cent are engaged in casework practice, whereas only 34.9 per cent of males are employed in this position. This represents almost a two-to-one ratio of women to men in terms of practicing casework.

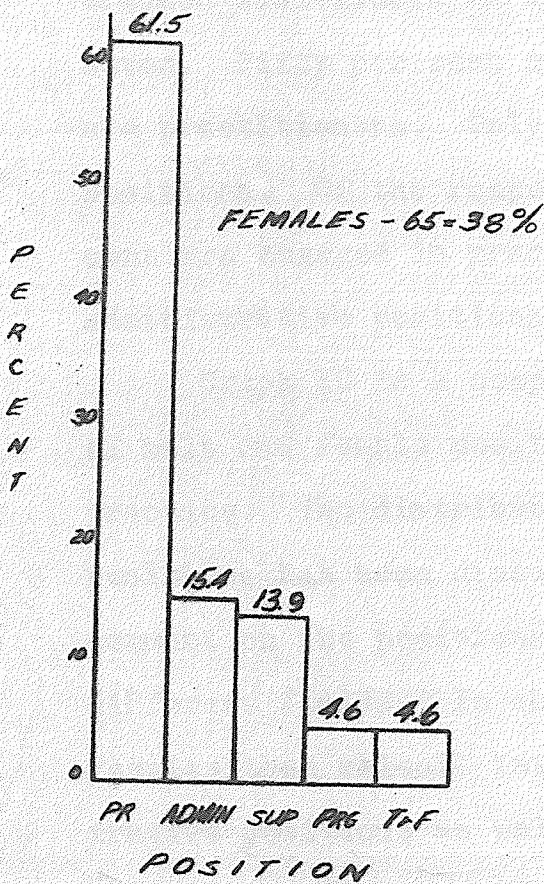
In administrative positions, however, the situation is almost the reverse as 28.3 per cent of males are administrators and only 15.4 per cent of the females. The discrepancy is not as large at the supervisory level, although males have a considerable edge (20.8 per cent to 13.9 per cent).

Another interesting feature is that the entire consultant position in social work is in the hands of the male respondents. This position represents 7.5 per cent of the males.

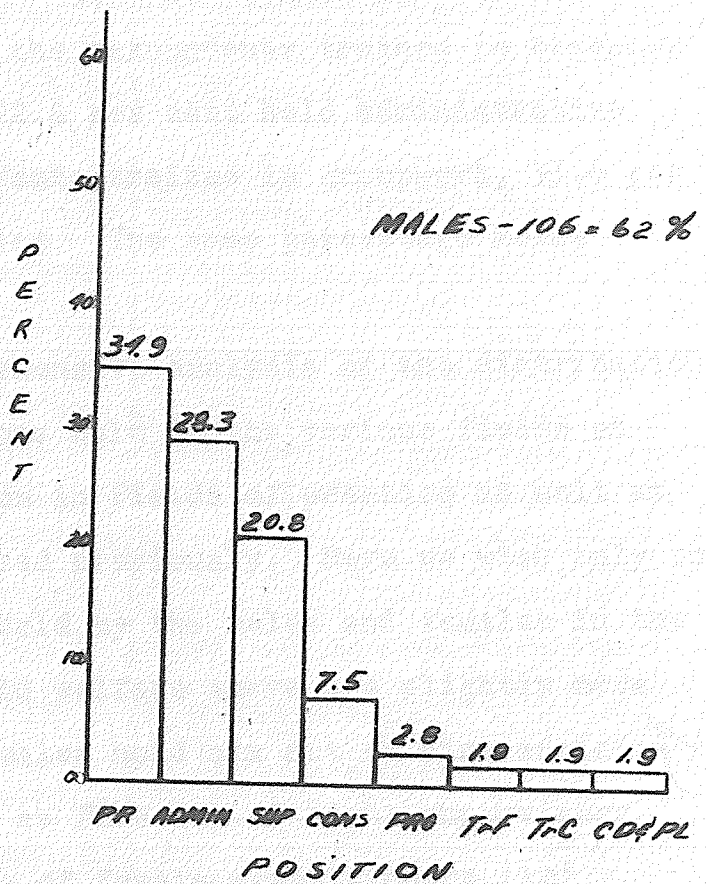
One final observation is that on the members of the respondents holding teaching positions, 1.9 per cent, or two males have classroom teaching positions and as many are teachers in the field. The females, however, have no classroom teachers, but 4.6 of the females (three) hold teaching positions in fieldwork.

GRAPH 8

PERCENTAGE COMPARISON OF
RESPONDENTS EMPLOYED FULL
TIME, BY SEX AND POSITION



FEMALE DISTRIBUTION



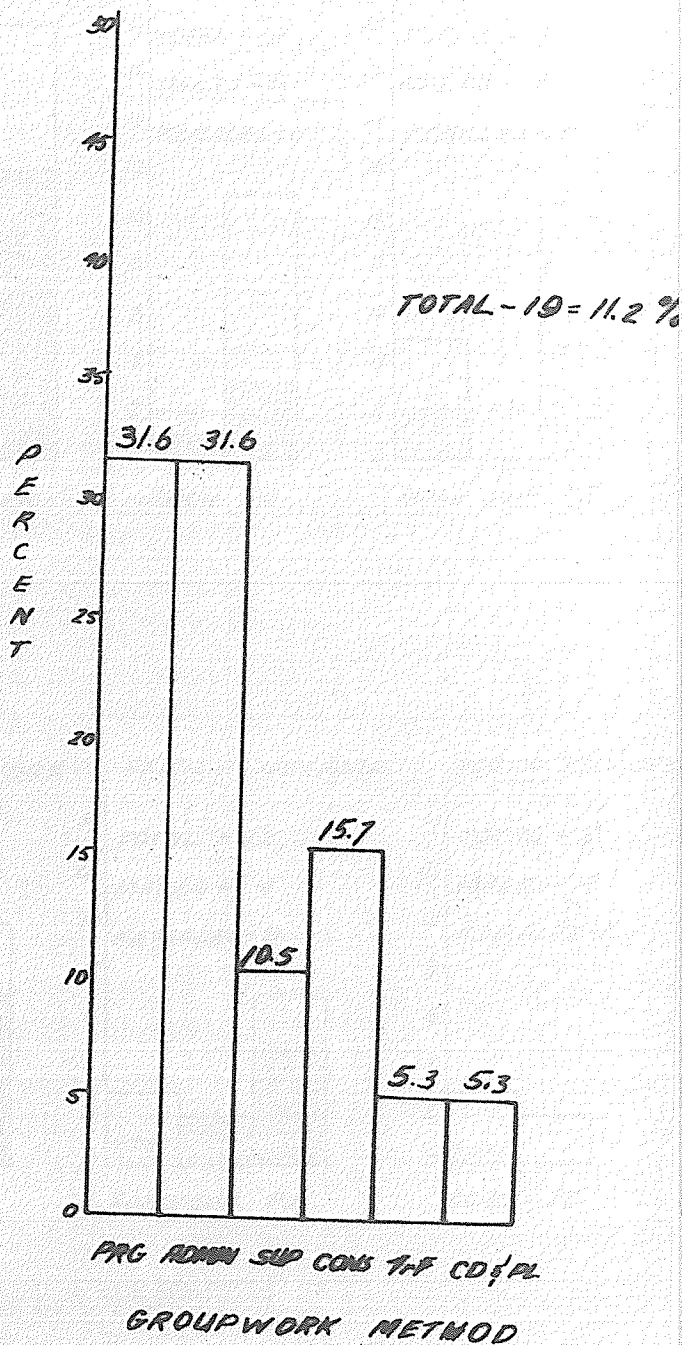
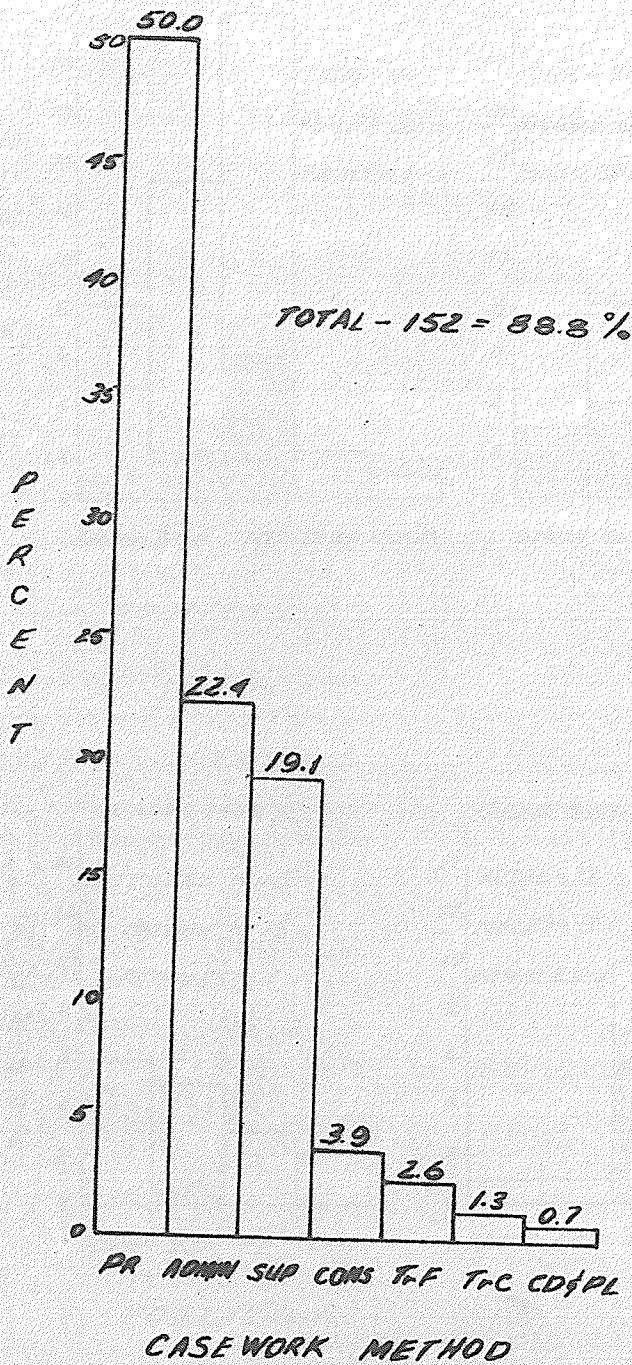
MALE DISTRIBUTION

The position distribution of the respondents according to their method of practice has been illustrated in Graph 9. Data for the groupwork method, however, is taken from a relatively small number of nineteen respondents trained in the groupwork method. The 15.7 per cent in consultant, 10.5 per cent supervision, and 5.3 per cent in both teacher and community development positions appear higher than the casework percentage in corresponding positions. The number of groupwork-trained individuals in these four positions, however, is only seven. Fifty per cent of the respondents trained in casework are practitioners. Only 22.4 per cent hold administrative positions. Of the respondents trained in groupwork, 31.6 per cent are engaged in practice. The same percentage holds administrative positions.

Graph 10 is a comprehensive analysis of the distribution of male and female positions held in the various fields of practice. The distribution in fields of practice as well as positions has been discussed previously. Here we wish only to comment on the positions held by the males and females in the different fields. In child welfare there are slightly more females than males. Yet males hold six out of nine administrative positions as well as five out of eight supervisory positions. The percentage of female practitioners (12) approximates the 61.5 per cent of the total of female respondents who are in practice positions. In school social work none of the females are in either supervisory or administrative positions although they outnumber the men. It appears true in the other fields also that females are underrepresented in these positions.

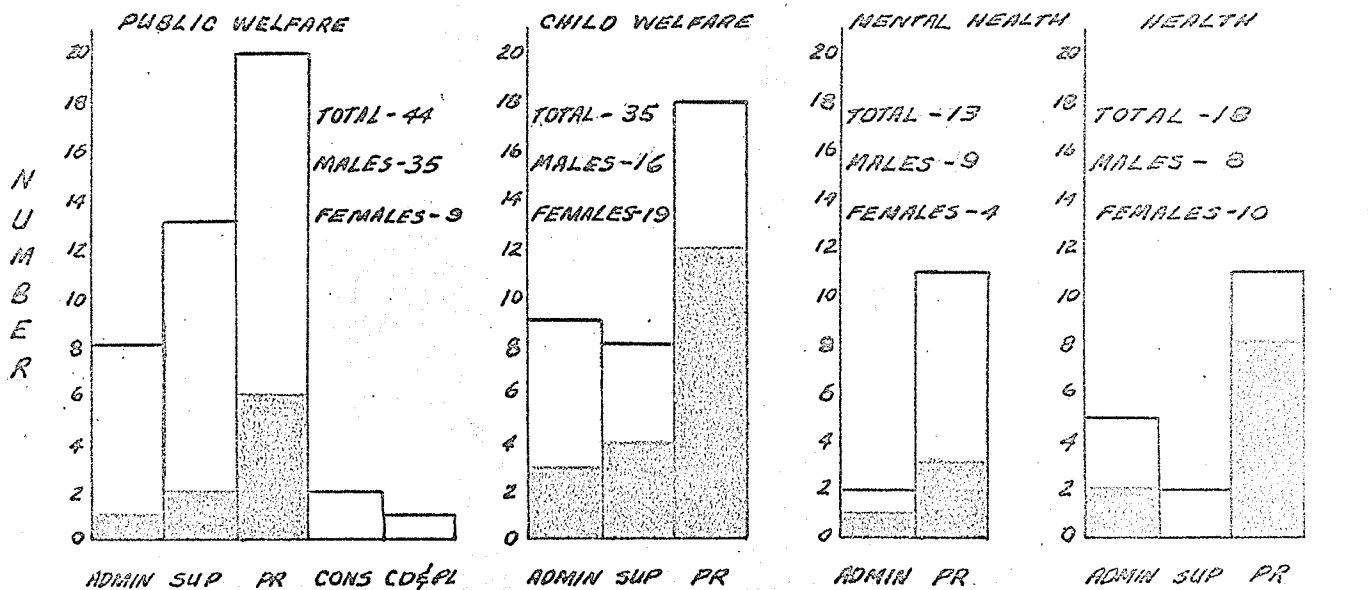
GRAPH 9

PERCENTAGE COMPARISON
OF POSITIONS, BY METHOD
OF SPECIALIZATION

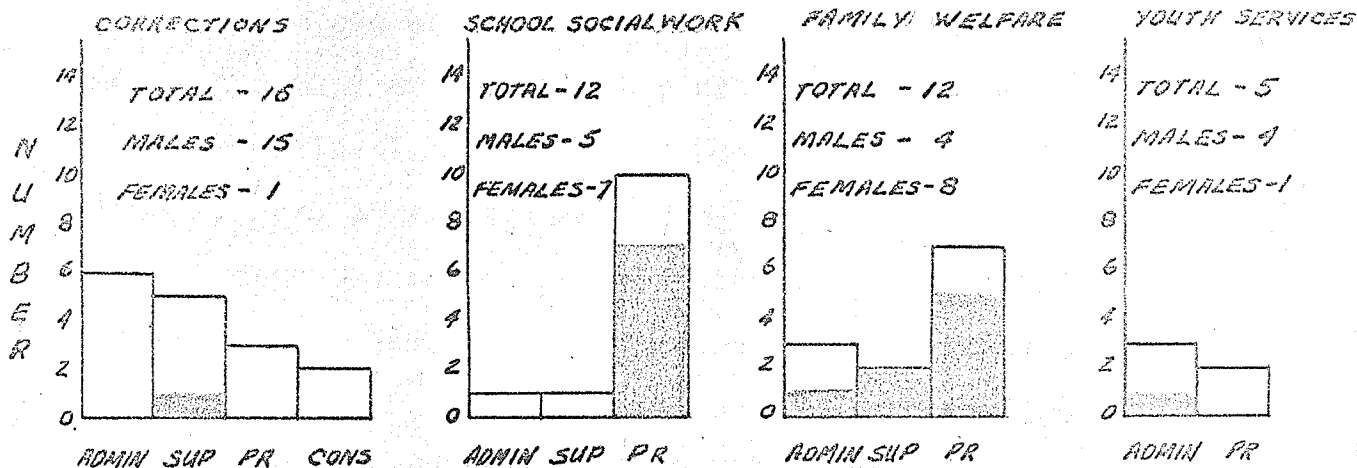


GRAPH 10

NUMERICAL DISTRIBUTION OF POSITION
IN FIELDS OF PRACTICE BY SEX



POSITION



POSITION

CODE

MALE - [white box]

FEMALE - [stippled box]

TABLE 4
MEMBERSHIP IN NUMBER OF PROFESSIONAL ASSOCIATIONS
BY FREQUENCY AND PERCENT

No. of Associations	Frequency	Percent
0	44	23.4
1	17	9.1
2	112	59.6
3	13	6.9
4	1	0.5
5	1	0.5

Extra-employment activities as indicated by membership in professional associations is indicated in Table 4. The percentage of the respondents who do not belong to any professional association is 23.4. Therefore, 76.6 per cent do belong to one or more professional body. A large percentage of this group, 59.6 per cent or 112 members, belong to two organizations, and altogether fifteen belong to three or more organizations.

Twenty-one of the respondents claimed they held executive positions in these professional organizations. Eighteen of these positions were at the provincial level; three at the national level. The above figures would indicate that 11.2 per cent of the respondents were in such executive positions.

TABLE 5
SUBSCRIPTION TO JOURNALS BY FREQUENCY

Name of Journal	Frequency
Total	295
Social Worker	86
Social Work	59
Social Casework	50
Child Welfare	43
Other	41
Social Service Review	15
Welfare in Review	1

Table 5 indicates that in all, 295 journals are subscribed to by the respondents. Only 127 of the 188 respondents, or 67 per cent, subscribe to any journals. The Canadian publication of Social Worker is subscribed to by more respondents than any other journal.

Approximately one-third (375) of the respondents subscribed to no journals. Two-thirds, or 67.5 per cent of the respondents subscribed to journals. The number of these publications they subscribed to ranged from one to eight. The largest proportion, 24.0 per cent and 20.2 per cent, subscribe to one and two journals respectively.

Not one of the responding graduates had published a book. Only twelve articles had been published in professional journals by the total group in their entire careers. This number of articles came from six respondents.

Fifty-seven per cent of the respondents stated they had given lectures in the year 1967. Approximately 550 lectures were given by the total group. Of these, 19.6 per cent were to social workers, 94 per cent to social work students, and 71.0 per cent to non-social work groups.

CHAPTER V
CONCLUSIONS

To obtain information concerning graduates of the University of Manitoba School of Social Work a research project was planned. Out of a possible 269 who had graduated during the 1954-1966 period, 188 provided the data for questions attempting to discover certain personal and job characteristics as well as professional activities of these graduates.

The study pertains to the M.S.W. graduates of the University of Manitoba only. It is further limited by the fact that it is almost exclusively present oriented. The reliability of the study of the graduates was curtailed by the fact that thirty per cent of the graduates failed to respond. The nature of this group and the possible reasons no response was obtained from them could greatly affect some of the findings. The data obtained from the 188 respondents, nevertheless, is considered essentially valid for the responding group and is presumed therefore to have a certain validity for the entire group. Conclusions will be based upon this perspective.

Viewing the total graduate body one could not see a trend indicating an increasing proportion of either male or female graduates. Contrary to several other studies at U.S. universities, the largest number of graduates were not

females. It is quite likely therefore that the female image of the profession was acquired in an earlier era. The M.S.W. programs recency, however, does not allow for validation of this thought.

In answer to the question of the sex of the respondents, there appeared to be no significant differences. The thirty per cent not responding were almost an equal amount of male and female graduates. This would leave little room for speculation that either males or females were more likely to be dissociated from the professional concerns such as participation in studies concerning professional social workers.

The age of graduation yielded interesting data. In general, females graduated at a younger age than the males. Approximately four out of ten females graduated at the age of twenty-three or earlier. Less than one out of ten males graduated at this age. This finding might very well show that many more females enter the Master's program directly after completing their undergraduate studies. A larger number of males, presuming it does not take them longer to fulfill the undergraduate requirements, appear to spend several years out of school before enrolling in the graduate program. Whether or not male graduates are, during that period, already committed to social work may be important information as one views the new undergraduate program in social work, which will require earlier career decisions.

In terms of employment status, we find very few of the respondents who have not made use of their professional education. The number not employed full time, however, shows a considerably higher female representation. Although the number is not phenomenal, it seems safe to assume that the male graduates are more likely to remain working full time than are female graduates.

Of the thirteen people not employed in social work, none were single. Ten of the non-employed being female, I think it may be concluded that female graduates, probably because of family responsibilities, are more likely to leave practice. The indicated intention to return to work by the majority of those not employed probably indicates that a sizeable number of married females will leave practice for a period of time but that they do intend to return. The ever-increasing number of females in gainful employment makes this intention a very possible reality.

What percentage of time is not utilized by those with professional education? The total number of respondents worked over ninety per cent of the number of years they could have worked. No figures are available from other professions to compare the social work respondents with. It does not appear that those with training are not utilizing it. Here the thirty per cent not responding could be the key. What proportion of these have given up practice and have no interest in the profession's concerns? No

actual meaningful, conclusive statement can be made concerning this question.

The mobility of the respondents also lacks information which can be meaningfully interpreted. Although it appears that the graduates have remained in agencies an average of $2\frac{1}{2}$ years, it would have been more important to find out whether there were a large group of stable individuals with a small mobile element or perhaps the total group of professionals is somewhat mobile. This can not be gathered from our data. The average as found, however, does seem to indicate a fair amount of movement between agencies.

In terms of location, the graduate respondents have not left the province in droves. The part that commitments plays here is not known. Any fear, however, that Manitoba is educating social workers who will serve other areas, could not be founded on the basis of this study.

Over four-fifths of the respondents were located in urban areas. It can not be known, however, from our findings how much of this is due to the unwillingness of the graduates to work in rural areas and how much to the greater number of job opportunities found in urban areas.

The fields of practice point to the uniqueness of the study. Other studies, including Turner's, show that the majority of graduates seem to enter the child welfare and family service fields. The respondents of this study had more employees in public welfare than any other field of

practice. This may be due to the amount of service given by the welfare department of the prairie provinces in which most of the graduates live. Similarly, the other fields may not show a selection on the part of the graduates. The availability of bursaries, for example, in the field of corrections may account for the almost ten per cent of the respondents in this field.

The number of respondents in public agencies was greater than that in private agencies. Here again the availability of opportunity difference is not known. It does seem to indicate, however, that the graduates do not necessarily shy away from working in public settings.

Just under one-half of the respondents were engaged as practitioners. The fact that the greatest number of respondents have graduated less than six or seven years ago shows a fairly rapid rate of "progression". The concern that many graduates are presently employed in positions for which they have little training is substantiated. Over one-half are presently employed in positions which experience, rather than education has prepared them. The large number in administration and supervision may warrant more preparation for these "specialties".

A much larger percentage of females than of the males is engaged as practitioners. The administrative and supervisory positions show an overrepresentation of males. Whatever the reasons for this distribution, it seems evident

from this study that so considered "top" jobs seem to be in the hands of male workers.

Concerning the positions by method of specialization, little can be concluded because of the small sample of groupworkers. The few respondents studied, however, may indicate that groupworkers even more than caseworkers are engaged in tasks other than ones in which they practice their specialty.

The predominance of men in administrative and supervisory positions seems to hold true in the different fields of practice. Even in child welfare which has more females than males, the males are overrepresented in the administrative and supervisory positions.

Finally, the data concerning the extra-employment must be interpreted as being only a possible indication of the respondents' involvement with the profession. Whether the criteria of giving lectures, subscribing to journals, and belonging to professional organizations is valid was even more open to doubt upon analyzing the data.

Three-quarters of the respondents did belong to professional organizations. The large number of these holding executive positions may mean a misunderstanding of the question rather than leadership indication. Almost as many of the respondents subscribed to several of the professional journals as belonged to professional organizations. It can not be determined whether these journals are read, or if

those not subscribing do not read them. The most frequently subscribed to journal was the Social Worker, a Canadian publication.

The question of most value in this section appears to be the one enquiring about the writing the respondents have done. It is interesting to note that so few have written articles and that not one book has as yet been published. This seems to indicate the amount of real influence on the profession as a whole. So far little has been forthcoming.

The respondents seem to rely more heavily on verbal communication. Many have given lectures. Whether "pep talks" have been included here is a distinct possibility. Nevertheless, the respondents have been speaking to people about social work.

If the characteristics above are indications, as this study proposes, of involvement with the profession and what it stands for, a majority of the respondents do show a fair amount of interest as well as some grass roots involvement.

Although limited in scope, I think this study has indeed made a beginning in obtaining knowledge about the M.S.W. graduates of the University of Manitoba. Several of the characteristics studied have provided basic information which may provide a stimulus to further evaluations and perhaps an aid to the rethinking necessary for all education but particularly for education of professionals to serve in a profession in a state of change.

APPENDIX I-B

CODE AND INSTRUCTION SHEET

- 53 -
APPENDIX I-A

THE UNIVERSITY OF MANITOBA SCHOOL OF SOCIAL WORK GRADUATES RESEARCH RECORD

CODE NUMBER

PLEASE START HERE
check code and in-
struction sheet

YEAR OF M.S.W. GRADUATION
AGE AT GRAD.
CASEWORK GROUPWORK
MALE FEMALE

MARITAL STATUS

Please circle the year of your M.S.W. graduation below and start from the end of that year. Do not give information on years prior to graduation. Indicate for each column the situation at end each year

EMPLOY- MENT CLASSIF. Code 'A'	JOB CHANGES Instr. I	POSITION CLASSIF. Code 'B'	FIELD OF PRACTICE Code 'C'	PRIVATE PUBLIC Instr. II	URBAN RURAL Instr.	GEOGRAPH. CLASSIF. Code 'D'
.54						
.55						
.56						
.57						
.58						
.59						
.60						
.61						
.62						
.63						
.64						
.65						
.66						
.67						

MEMBERSHIP IN PROFESSIONAL
SOCIAL WORK ORGANIZATIONS
DURING THE YEAR 1967

Please indicate the name of the organization and position where applicable

MEMBER EXECUTIVE POSITION
State or Prov. National
Other (specify)

PLEASE INDICATE NUMBER OF LECTURES DELIVERED BY YOU ON SOCIAL WORK SUBJECTS, IN 1967, NOT PART OF YOUR EMPLOYMENT RESPONSIBILITY please circle number applicable to Soc. Wrkrs BAS, BSWs and M.S.W.s to Soc. Wrk. students to non-soc. workers

0 1 2 3 4 5 6 7
8 9 10 11 or more

0 1 2 3 4 5 6 7
8 9 10 11 or more

SUBSCRIPTIONS AND ARTICLES TO PROFESSIONAL JOURNALS indicate by 'X' to which you subscribed in 1967 and/or in which issues you have published since graduation

subscr- ption	dates of issues in which you have published
SOCIAL WORK	
CAN. WELFARE	
SOCIAL WORKER	
SOCIAL CASEWORK	
SOCIAL SERVICE REVIEW	
WELFARE IN REVIEW	
OTHERS (specify)	
BOOKS PUBLISHED BY YOU	

If not employed in social work at present, are you planning to resume practice at a later date? YES ___ NO ___

Please do not write below this line

--	--	--	--	--	--	--

APPENDIX I-B

CODE AND INSTRUCTION SHEET

CODE "A"

Employment Classifications

FT Full time social work (30 hours a week or more)
PT Part time social work (10 to 30 hours a week)
LPT Less than part-time social work (less than 10 hours
a week)
FTNSW Full time non-social work (please indicate job title)
NE Not employed
VS Volunteer Services

JOB CHANGES

INSTRUCTION I - Please indicate the number
of times you changed
employment to another
agency for each year.

CODE "B"

Position Classification (mark only your primary position
at the end of each year)

Pr Practitioner
Doing case work. Time spent on supervision, staff
meetings and committee meetings - does not have to
be accounted for in another category.

Pr.B. Group work practitioner
Doing group work.same as above

P.Pr Private practitioner
Doing case or group work but is paid on fee basis.

Sup Supervisor
Directs on an immediate basis the work of practi-
tioners

Adm Administrator
Develops program and directs the work of the agency
staff

Cons Consultant
Gives advice and provides training, to aid agencies
in carrying out certain programs. Applies to both
within and outside one's agency.

Res Researcher

Tr C Teacher (classroom teaching at a school of Social Work)

Tr F Field Teacher - (supervisory Social Work students as
paid full time position)

APPENDIX I-B--Continued

CODE "C"

FIELD OF PRACTICE CLASSIFICATIONS

PW Public Welfare
CW Child Welfare
FW Family Welfare
SSW School Social Work
Corr Corrections
H Health
MH Mental Health
IA Indian Affairs
A Aged
YS Youth Services
NA Not Applicable

INSTRUCTION II

Private Public
Please indicate by marking Private or Public whether your agency policies are determined by private citizens or by government authority.

INSTRUCTION II and III -

CODE "D"

INSTRUCTION III

GEOGRAPHICAL CLASSIFICATIONS

01 Manitoba
90 Newfoundland
91 Nova Scotia
92 P.E.I.
93 New Brunswick
94 Quebec
95 Ontario
96 Alberta
97 Saskatchewan
98 British Columbia
99 Y.T. & N.W.T.
100 U.S.A.
101 Outside North America

URBAN RURAL

Please mark U when your agency is located in a city of 50,000 population or more; mark R when population is fewer than 50,000.

Jan., 1968

APPENDIX I-C

THE UNIVERSITY OF MANITOBA

School of Social Work

Winnipeg 19, Canada
January 26, 1968

To: All Master of Social Work Graduates
School of Social Work
University of Manitoba

Dear Alumnus:

The Graduate School of Social Work of the University of Manitoba will be celebrating its twenty-fifth year 1968-1969. It appears that this would be an appropriate time to review what has happened to its graduates, whether they are employed in social work, where, in what field of practice, and so on, in order to evaluate the past and plan for the future.

A research project has been planned in an attempt to partially attain this objective. Under the supervision of the research members of the Faculty of the School of Social Work, several members of the Second Year Research Class will be conducting this project in partial fulfillment of the requirements of the Master of Social Work degree.

Our project will be limited to you, the Master of Social Work graduates from this school and will focus upon current occupational position.

As the project must be completed by April 1, 1968, we would sincerely appreciate it if you could complete the enclosed questionnaire as soon as possible. Two copies of this questionnaire are provided for your convenience; please return only one completed copy. Completed questionnaires not returned by February 20, 1968, we regret, cannot be included in the study.

In order to protect your identity and the information you give, the questionnaire has been coded. Your name or signature is not necessary. The School of Social Work gives its fullest assurance that the information will be treated with confidentiality and will be used for research purposes only.

Your anticipated co-operation, promptness, and interest is greatly appreciated. Enclosed is a self-addressed envelope to facilitate the return of the questionnaire.

Thank you again for your assistance.

Yours truly,

A. Fridfinnson

A. Fridfinnson
Assistant Professor
Project Advisor

Encs.

APPENDIX II

TABLE A

M.S.W. GRADUATES, 1954-1966,
BY YEAR OF GRADUATION AND SEX --
NUMBER AND PERCENT

Year of Graduation	Total Number	Male		Female	
		Number	Percent	Number	Percent
1954-1966	269	151	56	118	44
1954	2	1	50	1	50
1955	1	0	--	1	100
1956	0	0	--	0	--
1957	10	4	40	6	60
1958	7	5	70	2	30
1959	10	7	70	3	30
1960	15	6	40	9	60
1961	21	17	77	4	23
1962	26	16	61	10	39
1963	27	12	45	15	55
1964	45	27	60	18	40
1965	52	27	52	25	48
1966	53	29	55	24	45

APPENDIX II

TABLE B

1954-1966 M.S.W. GRADUATE RESPONDENTS
BY YEAR OF GRADUATION AND SEX
NUMBER AND PERCENT

Year of Graduation	Total		Male		Female	
	Number	Percent	Number	Percent	Number	Percent
1954-1966	188	70	109	72	79	68
1954	1	50	--	--	1	100
1955	0	--	--	--	0	--
1956	--	--	--	--	--	--
1957	6	60	3	75	3	50
1958	3	43	2	40	1	50
1959	4	40	2	29	2	66
1960	9	60	5	83	4	44
1961	12	57	10	59	2	50
1962	20	77	14	88	6	60
1963	18	66	8	66	10	66
1964	32	71	21	78	11	61
1965	38	73	21	78	17	68
1966	45	85	23	79	22	96

APPENDIX II

TABLE C

AGE AT GRADUATION DISTRIBUTION OF RESPONDENTS
BY SEX

Age at Graduation	Total		Male		Female	
	Number	Percent	Number	Percent	Number	Percent
	183	100	105	100	78	100
21-23	37	20.1	7	6.7	30	38.5
24-26	44	24.1	29	27.8	15	19.2
27-29	37	20.1	24	22.9	13	16.7
30-32	18	10	15	14.3	3	3.8
33-35	9	5	8	7.6	1	1.9
36-38	13	7.1	8	7.6	5	6.4
39-41	7	3.8	4	3.8	3	3.8
42-44	6	3.3	4	3.8	2	2.5
45-47	5	2.7	2	1.9	3	3.8
48-50	5	2.7	3	2.8	2	2.5
51-53	2	1.1	1	.9	1	1.9

APPENDIX II

TABLE D

POSSIBLE NUMBER, AVERAGE NUMBER, and TOTAL NUMBER OF
YEARS RESPONDENTS WORKED IN SOCIAL WORK
BY YEAR OF GRADUATION AND SEX

Year of Graduation	Number of Respondents		Number of years could have worked		Average number of years worked		Total number of years worked	
	M#	F#	M	F	M	F	M	F
1954-1966	109	79	498	346			493	287
1954	--	1	--	14	--	3	--	3
1955	--	--	--	--	--	--	--	--
1956	--	--	--	--	--	--	--	--
1957	3	3	33	33	11	11	33	33
1958	2	1	20	10	10	2	20	2
1959	2	2	18	18	9	7.5	18	15
1960	5	4	40	32	8	6	40	24
1961	10	2	70	14	6.9	5.5	69	11
1962	14	6	84	36	6	5	84	30
1963	8	10	40	50	5	3.7	40	37
1964	21	11	84	44	3.9	3.6	81	39
1965	21	17	63	51	3	2.9	63	49
1966	23	22	46	44	1.9	2	45	44

M# - Male
F# - Female

BIBLIOGRAPHY

Part I

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