

# Students

## SWOT Analysis Themes

Participants identified the Brown School's strengths, weaknesses, opportunities, and threats.



### STRENGTHS (internal)

- Supportive faculty
- Dean McKay + strong leadership
- Feedback mechanisms exist
- Career Services
- Lens of social justice (e.g., Center for the Study of Race, Ethnicity & Equity, other new initiatives)
- Sustainability efforts
- Nice buildings and infrastructure
- Student storage space, lockers, and kitchen



### WEAKNESSES (internal)

- Need to raise minimum wage
- No tuition charges for practicum credit hours
- Need more faculty/student diversity
- Parking opportunities
- Better relationship with community
- More financial aid opportunities



### OPPORTUNITIES (external)

- Free tuition
- Subsidize unpaid practicum
- Pairing up with leaders of color to educate about history of MSW, MPH, MSP and the influences of color
- Cross-listing of classes at partner schools
- More operational skills for workforce
  - Expand skill lab offerings and integrate into curriculum



### THREATS (external)

- Lack of free workshops, trainings, and conferences for students
- Conflicting interests of board and funding
- Minimum wage
- Exploding student loans
- WUSTL gentrification of St. Louis
- Immigration policy

## Five Strategic Questions Themes

Below are the major themes that emerged for each strategic question.

1

### Challenges to deal with over the next 5 years

- Improve collaborations with community partners where class groups can be effective and provide useful projects and information
- Increasing the efficacy of core curriculum delivery
- Continuing to connect course offerings with skill gaps in workplace
- Changing the perception of professions and it's value in non-traditional fields
- Matching tuition costs with return on investment with salaries for graduates

## Five Strategic Questions Themes | *Continued*

### 2 School values to preserve

- Effective teamwork
- Challenging systems of oppression
- Community engagement in St. Louis
- Accessibility of faculty and staff to students
- Social justice and equity

### 3 Key opportunities we must pursue to achieve excellence

- Engage in intersectional and more global conversations
- Engage and attract diverse students (e.g., race, political, socio-economic, religion)
- Create a culture of confidence and empowerment (e.g., students are worthy of being paid (practicum and work))
- Lead the way in shifting the culture of social work being valued and better compensated

### 4 One thing to change

- Increase in the amount and quality of academic advising
- More prepared instructors and less inconsistency with quality of classes
- More development of concentration cohorts
- Curriculum needs to be more adaptable (e.g., part-time options)
- Be more realistic about self-care talk when students are taking classes, working, and have a life

### 5 Change in school culture

- Have spaces for minority opinions and open dialogue
- Less niceness, more kindness
- Less “fluff” work
- Incentivize more mentorship for instructors
- Increase diversity of faculty to teach in an increasingly diverse world
- Take into consideration that some students have long BSW careers already