

## **Faculty of Social Sciences**

Department of Sociology and Anthropology

Programmes to be offered:

- Masters in Social Work

### **Philosophy**

The professional MSW programme is committed to Social Work education which develops practice strategies for human rights and social justice and thus affirms that personal experiences are embedded in social structures. One of the premises of the social work profession is the belief that personal problems arise and are maintained within particular social contexts. The MSW programme aims to prepare graduates for social work with populations disadvantaged by these social inequities and life circumstances. Moreover, it seeks to provide leadership and innovation in social work education through teaching, scholarship, research, and community service. Through this goal, the MSW programme intends to support opportunities that promote the well being of families and communities. The MSW programme will train practitioners who can develop policies and interventions that will enhance family functioning, speak to issues related to gender-based power differences, create viable programmes related to youth and address the complexities and effects of HIV/AIDS. The MSW programme is aimed at producing competent professionals to address these problems. However, the programme will also emphasize the importance of the pragmatic aspect that allied disciplines bring to the social welfare sector in Nigeria.

The MSW programme will be situated within a social work developmental perspective. The challenges facing 21<sup>st</sup> century Nigeria, including large scale unemployment, poverty, the AIDS pandemic, lack of access to basic health care and structural threats to the equality of women demand a social developmental model for the education and training of social workers. Social development, defined as *“a process of planned social change designed to promote the well-being of the population as a whole in conjunction with a dynamic process of economic development”* is of necessity linked to the promotion of human welfare and economic development. The programme shall emphasize the need for policies and programs that enhance people’s welfare and at the same time contribute positively to economic development. The social developmental perspective offers several possibilities for social work practice that is responsive to poverty, large scale unemployment and other major social problems.

### **Objectives**

The professional MSW programme will promote the development of theory-based Social Work practice skills and knowledge, and will produce graduates who are able to assume leadership in the emerging field of social work in Nigeria. The programme will focus on the development of social work professionals who can work collaboratively with constituents, especially women, to assess and respond to their identified needs at a range of service levels. Demonstration of leadership in direct practice and indirect practice, including practice with individuals, families, and groups; community development; programme development; policy creation, reform, and

implementation; research development and implementation; and advocacy with all types of systems will be emphasized.

The MSW is committed to developing students' abilities to:

- use innovative, culturally-sensitive approaches to practice, research, teaching, community development, policy analysis and reform, and the promotion of social justice and change;
- critically analyze and problem-solve to intervene flexibly, appropriately, and collaboratively at multiple levels;
- develop and engage in ongoing training that will facilitate locally relevant service and empowerment strategies;
- develop and engage in socially meaningful research that will inform creative change and empowerment initiatives;
- develop leadership skills, particularly in areas of teaching, community development, and policy reform, that will further the competencies of others in the field of social work;
- identify and critically analyze environmental and community conditions which facilitate or prevent client system empowerment and health
- promote human, socioeconomic, and political rights of Nigerians especially children and women;
- use technology to enhance communication and work collaboratively with all systems for the purposes of responding effectively to social problems in Nigeria; and
- promote sustainable social, economic, and human development;
- prepare students to critically analyze social issues within a local, international, and global context, and to theorize solutions from a social justice and anti-oppression standpoint.

The curriculum is designed to promote interactive learning and as such, emphasizes seminars, group discussions, case studies, role-playing, and presentations that enhance the full participation of students. These methods will serve to supplement regular lectures, the library, and other resources that will be provided to students in the Social Work Learning Centre.

### **Admission requirements:**

To be eligible for admission to the professional MSW, applicants must have:

1. A degree in Social Work or a related discipline with a minimum Second Class degree and
2. Extensive social welfare practice
3. For the special one-year programme, candidates shall be nominated by a Social Welfare Agency
4. Students without a formal qualification in Social Work may be required to take requisite undergraduate courses as may be determined by the Department.

### **Duration of Programme**

- a) **The One-Year special MSW Programme**  
The special intensive one-year programme to be mounted in collaboration with faculty members of three Canadian universities shall be over a period of 12 calendar months starting December 2007 and ending November 2008. It is designed to expose the

beneficiaries to a rigorous training in addition to a short internship in Canada. Some of the beneficiaries are expected to be the core staff of the new Department of Social Work scheduled to take-off in 2008. The special one-year programme is to be sponsored with a grant by Canadian agencies secured by the Social Work in Nigeria Project.

### Course Outline

	<b>L</b>	<b>T</b>	<b>P</b>	<b>CU</b>
MSW 803: Introduction to Social Work Theories and Critical Practice Skills	3	0	0	3
MSW 804: Social Work and Health	3	0	0	3
MSW 805: Graduate Research Methods	3	0	0	3
MSW 800: Teaching and Learning in Social Work (Seminar)	3	0	0	3
MSW 806: Management in Social Services	3	0	0	3
MSW 808: Professional and Ethical Issues in Social Work Practice	3	0	0	3
MSW 807: Globalization/International Social Work	3	0	0	3
o One Practicum Placement (Practice-based Learning) I	0	0	6	6
MSW 809: A Developmental Social Work Perspective on Poverty and Welfare	3	0	0	3
MSW 814: African-Centred Approaches to Social Work Practice	3	0	0	3
MSW 813: Youth & Community Practice: Theory, Approaches and Skills	3	0	0	3
MSW 815: Advanced Social Policy and Legislation in Nigeria	3	0	0	3
MSW 801: Computing Skills for Social Work Research and Practice	3	0	0	3
MSW 802: Applied Social Welfare Research Seminar	3	0	0	3
o 1 Practicum Placement (Practice-based Learning) II	0	0	6	6
o 1 Practice-Based Research	0	0	6	6
<b>Total</b>	<b>39</b>	<b>0</b>	<b>18</b>	<b>57</b>

### Plan of Study for the Special One Calendar Year Programme (2007/2008)

<b>Prerequisite Seminars: December 2007</b>	<b>January 2008 to April 2008</b>	<b>May to June 2008 (Summer Seminar in Canada)</b>	<b>July to October 2008</b>
MSW 800: Teaching & Learning in social work (Dec, 2007)	MSW 803: Introduction to Social Work Theories and Critical Practice Skills (Jan – Feb, 2008)	MSW 807: Globalization/International Social Work (May 5 – 16 AM)	MSW 814: African-Centred Approaches to Social Work Practice (July – Aug, 2008)
<b>Razack &amp; Dlamini</b>	<b>Chung Yan</b>	<b>Razack</b>	<b>Thomas Bernard</b>
MSW 801: Computing Skills for Social Work Research & Practice (Dec, 2007)	MSW 804: Social Work and Health (Jan – Feb, 2008)	MSW 808: Professional and Ethical Issues in Social Work Practice (May 5 – 16 PM) <b>(Seminar Series)</b>	MSW 813: Youth & Community Practice: Theory, Approaches and Skills (July – Aug, 2008)
<b>Eghafona/Odaman</b>	<b>Greene</b>	<b>Head of Department</b>	<b>Benjamin</b>
		MSW 809: A Developmental Social Work Perspective on Poverty and Welfare (May 19 – 21 AM & PM)	
		<b>Chung Yan</b>	

MSW 802: Applied Social Welfare Research Seminar (Dec, 2007) <b>Maticka-Tyndale</b>	MSW 805: Graduate Research Seminar (March – Apr, 2008) <b>Maticka-Tyndale</b>	MSW 811: Practice-based Learning I (May 26 – 31) <b>Head of Department</b>	MSW 810: Practice-based Research Paper (July to Oct, 2008) <b>Anucha</b>
	MSW 806: Management in Social Services (March – Apr, 2008) <b>Este</b>	MSW 812: Practice-based Learning II (June 1 – 7) <b>Head of Department</b>	MSW 815: Social Policy and Legislation in Nigeria (Sept – Oct, 2008) <b>Chiegwe</b>

- In-Classroom Intensive Teaching Dates (Nigeria):** Dec, 2007 (TBD); Feb 18 – 23, 2008; April 14 – 19 2008; July 28 – Aug 2 2008; October, 2008 (TBD)
- In-Classroom Intensive Teaching Dates (Canada):** Please see chart above
- Continuing Education Workshops (Canada):** May 10 and 17 from 10 AM to 3 PM (tentative topics: Gender-Based Violence; The Social Context of HIV/AIDS; Youth engagement strategies, Community mobilization, etc)

b) The Two-Year MSW Programme

A minimum of four semesters (two academic years) will be required to complete the professional MSW programme. The period will be devoted to course work, written examinations and field work (practicum) as well as the submission and acceptance of a defended project report. Registration shall lapse after a maximum six semesters.

### Course Outline

<u>1<sup>st</sup> Year</u>		<u>2<sup>nd</sup> Year</u>	
<u>1<sup>st</sup> Semester:</u>		<u>1<sup>st</sup> Semester</u>	
3 Courses	9 Credits	4 Courses	12 Credits
1 Seminar Teaching & Learning in Social Work	3 Credits	2 Seminars (Computing Skills & Applied Social Welfare Research)	6 Credits
<u>2<sup>nd</sup> Semester:</u>		<u>2<sup>nd</sup> Semester</u>	
3 Courses	9 Credits	1 Practicum Placement	6 Credits
1 Practicum Placement	6 Credits	1 Practice-Based Research	6 Credits
<b>Total</b>	<b>27 Credits</b>	<b>Total</b>	<b>30 Credits</b>

### First Year

#### 1<sup>st</sup> Semester

	L	T	P	CU
MSW 803: Introduction to Social Work Theories and Critical Practice Skills	3	0	0	3
MSW 804: Social Work and Health	3	0	0	3
MSW 805: Graduate Research Methods	3	0	0	3
MSW 800: Teaching and Learning in Social Work (Seminar)	3	0	0	3

#### 2<sup>nd</sup> Semester

	L	T	P	CU
MSW 806: Management in Social Services	3	0	0	3
MSW 808: Professional and Ethical Issues in Social Work Practice	3	0	0	3
MSW 807: Globalization/International Social Work	3	0	0	3
o One Practicum Placement (Practice-based Learning) I	0	0	6	6

## Second Year

### 1<sup>st</sup> Semester

	L	T	P	CU
MSW 809: A Developmental Social Work Perspective on Poverty and Welfare	3	0	0	3
MSW 814: African-Centred Approaches to Social Work Practice	3	0	0	3
MSW 813: Youth & Community Practice: Theory, Approaches and Skills	3	0	0	3
MSW 815: Advanced Social Policy and Legislation in Nigeria	3	0	0	3
MSW 801: Computing Skills for Social Work Research and Practice	3	0	0	3
MSW 802: Applied Social Welfare Research Seminar	3	0	0	3

### 2<sup>nd</sup> Semester

• 1 Practicum Placement (Practice-based Learning) II	0	0	6	6
• 1 Practice-Based Research	0	0	6	6

## **Requirements for Graduation**

Candidates for the professional MSW degree must complete and pass 57 credit hours made up of the following requirements:

1. 10 core social work courses (30 credit hours)
2. Two practicum placements (12 credits). Global standards for MSW degrees in social work require the practical application of theory, knowledge, and skills. Two courses of six (6) credits each will be delivered through field placements in agencies and community organizations
3. A Practice-based Research Project (6 credits) to be defended and graded.
4. Prerequisite Seminars (3 Credits each)
  - a) Teaching & learning in social work
  - b) Computing Skills for Social Work Research and Practice
  - c) Applied Social Welfare Research Seminar

The award is given upon fulfilment of the following two requirements, subject to approval by the University Senate:

- 1) Passes with grades of "B" or better in each course taken in the post-graduate programme and a cumulative grade point average (CGPA) of 3.00; and
- 2) Timely submission and successful completion of a Practice-based Research Project (PRP).

The grading system shall be as follows:

Course Mark (CM)	Letter Grade	Grade Point
70 - 100	A	5.0
60 - 69	B	4.0
50 - 59	C	3.0

## **Course Synopses**

### **MSW 800: Teaching and learning in Social Work**

This is a theory based yet hands-on seminar with two interconnected objectives: to provide participants with an understanding of, and skills to implement critical pedagogy and indigenous culturally informed teaching methodologies in the classroom; and, to help participants identify and enhance the adaptation of local/indigenous knowledge into the social work profession. Critical pedagogy is an antithesis of traditional pedagogy approaches that emphasized the teacher as knowledge broker and the student as receiver of knowledge. Traditional teaching and learning work was about content mastery. The "new" pedagogy – sometimes referred to as critical pedagogy or social constructivism - emphasizes the student as learner in a social context and knowledge as produced within a social context. In this seminar, participants will be given tools that will help them critic, move away from dominant traditional pedagogical approaches to learning about and implementing this student-centred pedagogy and learn to work towards accommodating individual differences and building social systems.

Knowledge is socially constructed and is located within varying socio-political contexts. The knowledge utilized in many social work classrooms draws heavily from western knowledge with its conceptions of addressing individual and community social issues. This seminar will address the complex ways in which indigenous African and non-African worldviews and paradigms can be juxtaposed, combined and/ or held in tension for the local classroom. The pedagogy that characterizes much of the teaching at the post-secondary level is presently inadequate for evaluating the opportunities and the dangers of foreign/western based social work models and knowledge. Insights from student-centred social work contexts along with ground-breaking work with indigenous ways of teaching and learning provide the basis for the resources that will be used in this seminar.

### **MSW 801: 4.2 Computing Skills for Social Work Research and Practice**

This course introduces students to basic computing skills such as word processing, power-point, e-mail, and using the Internet for research. It will also introduce students to quantitative and qualitative software frequently used in applied social welfare research.

### **MSW 802: Applied Social Welfare Research Methods**

There is a growing recognition that there needs to be stronger links between the research knowledge and practice to address social welfare issues such as poverty, trafficking, gendered violence, and vulnerability to HIV and AIDS. Applied Social Welfare Research is research that addresses social welfare issues with the goal of informing the development of policies, programs and practices that decrease vulnerability and alleviate the impact on individuals, families and communities.

ASWR emphasizes collaboration with diverse stakeholders who are the ultimate end users of the knowledge produced and the use of multiple research methods including community mapping, surveys, interviews, observations, policy and programme analysis, and analysis of existing data and statistics.

ASWR asks the following questions:

- What are the basic social needs of (different groups of) people according to professionals and the people?
- To what extent do present interventions cover these needs? Are they acceptable?
- Given the resources available could more be done?
- Is it possible to better affect some of the factors influencing social welfare?

Students will complete four modules. The modules for the research methods are:

- I. Developing a Research Statement and Objectives
  - a. Identifying and prioritizing topics for research
  - b. Developing a problem statement
  - c. Literature review
  - d. Formulation of research objectives
- II. Research Methods
  - a. Applied Social Welfare research methodologies
  - b. Variables
  - c. Study types
  - d. Action research (including participatory action research)
  - e. Data collection techniques
  - f. Ethics
- III. Quantitative (Survey) Research
  - a. Questionnaire development
  - b. Sampling
  - c. Bias in quantitative research
  - d. Data collection plan
  - e. Planning data processing and analysis
  - f. Pre-testing the methodology
- IV. Qualitative Research
  - a. Interview guide development
  - b. Conducting in-depth interviews and focus groups
  - c. Sampling
  - d. Bias in qualitative research
  - e. Data collection plan
  - f. Plan for data processing and analysis
  - g. Pre-testing the methodology

### **MSW 803: Introduction to Social Work Theories and Critical Practice Skills**

The purpose of this course is to provide a foundation for students to develop a critical perspective on both social work theories and practice skills. Through theoretical and experiential learning, students will have the opportunity to critically examine not only the basic tenets and intervention strategies but also the meta-theoretical assumptions of selected major practice theories, such as, psychosocial model, ecosystem approach, structural social work, anti-oppressive and critical social work. As an experiential learning process, students are required to examine these theories not only through intellectual reasoning but also on-going critical reflection of their own understanding of the role and social location of social workers. The application of selected approaches will incorporate ongoing analysis of the use of power in interpersonal communication toward the development of skilful attention, response, and reflection within intentional change processes and models. Theories/approaches will be

examined through readings, class discussions, and critical reflections. Teaching strategies will include the use of social work examples and role plays highlighting common social and material needs of vulnerable and marginalized groups.

#### **MSW 804: Social Work and Health**

This course considers major issues in the Health Care and Social Service fields. It explores the meaning of health from several layers of reality: historical, social, political, economical, cultural and personal. Discourse on direct practice and social policy in constructing, maintaining and negotiating realities and myths are discussed. Topics covered will include the impact of illness on individuals, families and communities; and services and effective preventive programmes. The course will focus on major health challenges such as HIV/AIDS.

#### **MSW 805: Graduate Research Seminar**

The seminar shall be based on topics chosen from the core courses and deemed to be relevant to contemporary issues in Social Work theory and practice.

#### **MSW 806: Management in Social Services**

This course will provide an understanding of the context and basis for acquiring the skills required to design and implement social services in both public and private settings. Topics covered will include: management of organizational change, professional financial administration, intra-agency and community relations, organizational communications, conflict resolution and organizational assessment.

#### **MSW 807: Globalization/International Social Work**

This course examines the historical and current contexts of international social issues and the mutually reinforcing relationship between the local and global. As such, the course will critically explore the economic, political, social and cultural dimensions of globalization and the upheavals they produce for nations and people. Examples of contemporary upheavals that have implications for international social work and its social justice and anti-oppressive mandate include disaster relief/humanitarian aid, torture and terrorism, human trafficking, and increased dislocation or forced migration of people. Contemporary issues will be debated within the contexts of professional imperialism, hegemony, imperialism, spatiality, gender and racism to incorporate understandings of colonization and postcoloniality into the current discourse of international social work. The major part of the course focuses on global social issues in local context with particular attention to social work roles in social work and social development. The impact of global interdependence and development frameworks on local problems and solutions is examined. Specific models of intervention, seen as more compatible with social work's commitment to social justice and anti-oppression will also be examined in response to some of these contemporary social issues. Alternative models including social development, human rights, partnership/cooperation and indigenization, as well as the work of international NGOs and social movements will be introduced. In addition, the course will also raise critical questions about social work's past and present ability to address the growing challenges of an increasingly complex, integrated and internationally interdependent world. Power dynamics in the context of helping, and the importance of critical consciousness within one's role as a practitioner and facilitator in local and global arenas are examined.

#### **MSW 808: Professional and Ethical Issues in Social Work Practice**



Over the last century plus, social work has established itself as one of the helping professions and as such functions via a number of skills in ensuring standards of service provision designed to provide accountability based on ethical responsibilities. Just as the human beings whom we seek to help are fluid and developmental in their lives, so too are the professional skills required in the field of social work to be effectively responsive. As such the concept of 'profession' will be deconstructed from a critical perspective regarding how it relates to social work and students will learn a series of professional development skills that will assist them in their future practice as social workers. Encompassed will be writing skills (letters, e-mails, memos, funding applications, newsletter articles, reports), direct practice skills (assessments, case notes, case reports/presentations, community resources, referrals) and formal interactions (chairing/participating in meetings, professional collaborations, agency representation in educational, legal and social environments, networking, advocacy initiatives). Through interactive discussions and experiential learning students will learn the professional roles and responsibilities associated with the discipline. Students will be encouraged to undertake a reflective approach to the development and honing of their own personal/professional development process.

### **MSW 809: A Developmental Social Work Perspective on Poverty and Social Welfare**

Social development has become a major approach in combating poverty in developing countries. This approach, which promotes progressive economic as well as social growth, emphasizes on integration of economic and social development, state active intervention, equitable partnership of the civil society, and participatory process. Based on knowledge learned from courses on Globalization and International Social work, Advance Social Policy Analysis and Community Practice, students of this course will further examine the conceptual issues of social development. As a practice course, students will also learn how to practice social development in terms of identifying and advocating for policy change, conducting participatory social planning, inducing change strategies and programmes, evaluating social development programmes, and measuring social growth and wellbeing. A selected set of social development programme models, such as micro-credit, social enterprise and community economic development, and their applicability in the Nigerian context will be discussed.

### **MSW 810: Practice-based Research Project**

The Practice-based Research Paper is a major research paper related to the practice aspect of the field of social work, completed under the supervision of a professor. The paper is graded on a pass/fail basis. Students will complete the proposal developed in the ASWR seminar by collecting and analyzing data and writing up their findings. Development of the paper may involve the collection of empirical data and/or secondary data. Findings and conclusions are explored in relation to both social work practice and future research. The Applied Social Welfare Research Seminar, the Practice-based Learning course and the Practice-based Research Project create an integrated pattern of study. Under close supervision by a faculty member, the student undertakes both the planning and implementation of a research project that must focus on one of the themes of the SWINP. Students must address difficult research questions such as fairness, equity, appropriation of voice, and researcher/subject relations. The structure of this part of the curriculum is well-suited to the programme's mission to prepare students to be critical practitioners and agents of change.

### **MSW 811; MSW 812 Practice-based Learning I and II**

The educational internships offer students actual work situations to integrate knowledge from classroom content, social work practice and research. Through the field instruction process, students develop their professional identification with social work, and begin their journey toward becoming a social work practitioner. The goals of field education are to: 1) educate professional personnel to provide social services in urban and rural areas; 2) provide knowledge and skills for intervention with individuals, families, groups, organizations, and communities; 3) develop a professional identity consistent with social work values; 4) evaluate one's own social work practice and the practice of others; and 5) gain experience with various clienteles including diverse cultural and ethnic groups. Students will be placed in various agencies under dual supervision, i.e. academic staff supervisor and agency supervisor. The agency field supervisor meets regularly with the academic staff supervisor of field placement to monitor progress. The effectiveness of social work education depends on a number of factors; particularly the skills and knowledge students develop through engaging in a process of practice-based education and learning. During a summer in-residence training in Canada, students will be required to complete three intensive practice-based learning courses. Each of the courses will include 40 hours in-field and 5 hours of in-class reflective seminar for a total of 135 hours.

### **MSW 813: Youth & Community Practice: Theory, Approaches and Skills**

The course focuses on developing advanced skills in social work practice with communities as a means of designing community interventions to improve the socio-economic well being of marginalized groups. The course emphasizes building community capacity through locally available resources by designing, implementing, and evaluating interdisciplinary, inter-organizational, and collaborative programmes. The course covers historical and contemporary models of community practice in social work; sustainable development; comprehensive community initiatives; and asset accumulation strategies such as micro-credit and micro-enterprise development. The course teaches practice skills in planning a development strategy, selecting tactics, implementing an advocacy campaign, and evaluating outcomes. The course focuses on developing advanced skills in social work practice with communities as a means of designing community interventions to improve the socio-economic well being of marginalized groups, such as women and youth. The course emphasizes building community capacity through locally available resources by designing, implementing, and evaluating interdisciplinary, inter-organizational, and collaborative programmes.

### **MSW 814: African Centred Approaches to Social Work Practice**

This course exposes students to different counseling traditions and techniques. Students will be taken through a process of awareness of their strengths and weaknesses in the helping process. This will assist in the improvement of open-mindedness, the ability to collaborate mutually with the client, and in the understanding of the dynamics that exist in a client-helper relationship. Students will also learn how to assist clients in telling their stories through self exploration, as they will be concentrating on their feelings, behaviors, and experiences. Skills emphasized will include listening, reflecting, challenging and clarifying. Finally, students will discuss strategies that help clients view themselves, the presenting problems as well as their unexplored options from different perspectives. They will explore ways in which to help clients determine their needs and wants as well as different problem solving options.

### **MSW 815: Social Policy and Legislation in Nigeria**

Using contemporary issues as a base, this course examines approaches to understanding the context, formation and implications of social policies. The differential impacts of social policies are assessed, and the interrelationship between policies, services and practice is emphasized. This course will introduce students to various techniques policy formulators and analysts use. It examines processes of policy formulation and implementation; and options in several selected policy areas of current interest. This course will also examine the process of planned change from problem identification to programming. Consideration will be given to the political arena, the bureaucracy and roles of politician and the public servant.

### **Academic Staff List**

<b>Sr. No.</b>	<b>Name</b>	<b>Academic Qualifications</b>	<b>Status</b>	<b>Areas of Specialization</b>
1	Chike F. Okolocha	B.Sc. Honours (Sociology, Ibadan), M.Sc (Sociology, Ibadan), PhD (Sociology and Anthropology, Nigeria)	Professor	Sociological and Anthropological Theory; Research Methods, Urbanization and Labour Migration; Social Demography and Health Research, Development Studies.
2	Patrick E. Igbinovia	B.Sc. (Northwestern), M.Sc. (Texas), M.A. (Texas), M.P.A. (Florida), PhD (Florida)	Professor	Criminology; Penology; Deviance; Law Enforcement and Police Science; Criminal Justice; Correction.
3	Eleanor Maticka-Tyndale	B.A. (Sociology, New York) M.A. (Sociology, McGill), PhD (Sociology, Calgary)	Professor	Applied Social Welfare; Social Justice and Sexual Health; Research Methodology.
4	David Clarence Este	B.A. (History, McGill), B.A. (Honours) (History, McGill), M.A. (History, Waterloo), MSW (Toronto), Cert. in Healthcare Admin. (Toronto), PhD (Waterloo)	Professor	Multicultural Social Work Practice; Human Service Organizations; Field Instruction; Management and Social Policy; Social Work Research.
5	Miu Chung Yan	(Assistant Professor) Dip. SW (Hong Kong), BSW (Hong Kong), M.Sc. (LSE), MSW (York), PhD (Social Work, Toronto)	Assistant Professor	Social Welfare; Cross Cultural Social Work; Social Work Practice Methods; Social Work Research.
6	S. Nombuso Dlamini	B.A. (Swaziland), M.A., PhD (Toronto)	Associate Professor	Teaching and Learning in Social Work;

				Inclusive Education; Cross Cultural Education.
7	Saara Greene	B.A. (Manitoba), BSW (Manitoba), MSW (McGill), PhD (Social Work, Edinburgh)	Assistant Professor	Social Work and Health; Social Work Research; Group Social Work.
8	Narda Razack	B.A. (Waterloo), MSW, PhD (Social Work, Adelaide)	Associate Professor	Clinical Therapist; Vocational Counselors; Teaching and Learning in Social Work.
9	Alamveabee E. Idyorough	B.Sc. (Sociology, Jos), M.Sc. (Sociology, Jos), MSW (Jos), PhD (Jos)	Senior Lecturer	Social Policy.
10	Uzo Anucha	B.Sc. (Psychology, Nigeria), M.Sc. (Clinical Psychology, Benin), BSW (York), MSW (York) PhD (Social Work, Toronto)	Assistant Professor	International Social Work; Programme Evaluation; Homelessness and Housing; Social Work Practice with immigrants.
11	Cyril I.D. Clark	B.Sc. (Sociology, Ibadan), M.Sc. (Sociology, Indiana)	Senior Lecturer	Organizations; Deviance and Criminology; Mass Communication; Collective Behaviour; Social Movements.
12	Ikechukwu Enwemwa	B.Sc. (Sociology, Ibadan), M.Sc. (Sociology, Wisconsin), PhD (Sociology, Wisconsin)	Senior Lecturer	Social Psychology; Sociological Theories; Globalization.
13	Onwuka Chiegwe	Lick. On Anthrop (Zaire), Masco. Sc. (Birmingham), PhD (Liverpool)	Senior Lecturer	Social and Cultural Anthropology; African Studies; Rural Sociology; Sociology of Religion; Ethnography; Development Studies.
14	Regina U. Obi	B.Sc. Honours (London), M.Sc. (Benin), PhD (Benin), Cert. in Gender Studies (Dakar), Cert. in Info Tech (London)	(Senior Lecturer	Industrial Sociology and Labour Relations; Government Intervention.
15	Kokunre Eghafona	B.A. Honours (Benin), M.A. (Benin), M.Sc.	Senior Lecturer	Cultural Anthropology; Socio-linguistics,

		(Ibadan), PGC (New York), PhD (Nigeria)		Family Studies; Ethnography; Museum Studies.
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