

YORK UNIVERSITY

Final Assessment Report, Executive Summary

Social Work, Undergraduate (BSW), 2012 to 2021
Social Work, Graduate (MSW & PhD), 2016 to 2022

Faculty of Liberal Arts and Professional Studies

Cyclical Program Review

This Final Assessment Report (FAR) provides a synthesis of the cyclical review of the programs listed below.

Program(s) Reviewed:

BSW

MSW, PhD

Reviewers appointed by the Vice-Provost Academic:

Dr. Donna Hardy Cox, Associate Vice-President (Academic) and Dean of Students, Memorial University of Newfoundland, St. John's, Newfoundland

Dr. Mehmoona Moosa-Mitha, Associate Professor, School of Social Work, University of Victoria, Victoria, British Columbia,

Dr. Jennifer Stephen, Associate Professor, Department of History, York University, Ontario

Cyclical Program Review Key Milestones:

Cyclical Program Review launch: September 15, 2021

Self-study submitted to Vice-Provost Academic: August 17-26, 2022

Date of the Site Visit: October 24-26, 2022

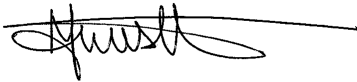
Review Report received: December 21, 2022

Program Response received: March 7, 2023

Dean's Response received: August 21, 2023

Implementation Plan and FAR confirmed by Joint Sub-Committee on Quality Assurance, December 4, 2023.

Submitted by Marcia Annisette, Vice-Provost Academic, York University



This review was conducted under the York University Quality Assurance Protocol, August 2020.

SITE VISIT: October 24-26, 2022

The virtual site visit included meetings with the Acting Vice-Provost Academic, Alice Pitt, Dean of Graduate Studies Thomas Loebel, JJ Mc Murtry, Dean, Faculty of Liberal Arts and Professional Studies (LAPS), as well as the LAPS Vice Dean and Associate Dean Programs, Sean Kheraj, Associate Dean, Teaching and Learning, Anita Lam, and Associate Dean Research and Graduate Studies, Ravi de Costa. School administrators met with the reviewers, including Interim Director, Chris Chapman, Graduate Program Director, Anne O'Connell, Associate Professor, Maurice Poon, and Undergraduate Program Director Ruth Green. The reviewers also met with two University Librarians, administrative staff, and field education staff. The reviewers held discussions with small groups of students at each level of study, undergraduate, master's and doctoral.

OUTCOME:

The Joint Sub-Committee on Quality Assurance received the program and decanal responses to the recommendations and has approved an implementation plan.

A report on the progress of the initiatives undertaken in response to recommendations in general and as specified in the implementation plan will be provided in the Follow-up Report which will be due 18 months (June, 2025) after the review of this report by the York University Joint Sub-Committee on Quality Assurance.

The next Cyclical Program Review will begin in the Fall of 2029 with a site visit expected in the Fall of 2030 or Winter of 2031.

PROGRAM DESCRIPTION AND STRENGTHS:

The School of Social Work degree offerings include the BSW, the MSW and the PhD. It is committed to critical social work and has, noted the reviewers, "a national reputation of offering programs that are social justice-oriented and reflect cutting edge scholarship in the area of anti-oppressive, anti-racist theories that is consistent with the changing requirements of social work practice in the field." However, in their report, the reviewers noted that that the School's mission statement lacks any reference to decolonial analysis, something faculty would like to see included. The reviewers recommend that the School work towards developing an updated mission statement and that students, field education staff, and alumni be included in the process.

The reviewers' report notes that for faculty, field education staff, and students alike, the undergraduate curriculum is highly regarded and valued. A number of students indicated that they would appreciate more opportunities to practice skills in their courses, a common theme across all Schools of social work nationally. Similarly, graduate students expressed concerns about the insufficient number of supervisors for the practice research paper and doctoral research. The reviewers noted that a lack of resources contribute to challenges in retaining field skilled practicum coordinators. In order to retain accreditation standards and further develop global agreements for practicum opportunities, the reviewers noted that additional support is required in the School. The report states, "Further building curricular and co-curricular experiential

learning activities into graduate and undergraduate courses will affirm to students -- through reflection -- the theory to practice connection: praxis.”

The reviewers noted that increasing the number of faculty, particularly Black and Indigenous faculty, will enhance the quality of the programs and were, “heartened to hear that York University has appointed two individuals who could potentially support cluster hires in the School.”

The reviewers made helpful suggestions for reducing perceived overlap in terms of course content for both the MSW and the BSW. Additionally, reviewers suggested that the School examine ways to address gaps in linking theory to practice, including formalizing the transition from classroom learning to the field practice experience.

IMPLEMENTATION PLAN

The chart below lays out the implementation plan approved by the Joint Sub-Committee at its meeting in December 2023.

	Recommendation	Action	Responsible for Follow-up	Timeline
A.	That the School of Social Work, as part of their ongoing plans for enhancement of programs, consider the thoughtful additional suggestions provided by the reviewers throughout the body of their report.	The School will consider and act upon on these suggestions, as feasible. The Follow-up Report should summarize actions taken on these items.	Chair, Undergraduate Program Director, Graduate Program Director	Summary of actions undertaken to be included in the Follow-up Report due in May 2025.
1.	That the School's mission statement and program objectives be revised.	The School will revise its mission statement, incorporating decolonial analysis and referencing the University's strategic documents. Staff, students and faculty members will be included in the process and input from the outgoing director and program level directors will be sought.	Director, School of Social Work	Consultations should be undertaken through Fall/Winter 2023/24 with consultation and discussion completed by Fall 2024.

2.	That there be an immediate hiring of four faculty Black and/or Indigenous faculty members (ideally two Black faculty members and two Indigenous faculty members).	The School will continue to prioritize the recruitment of Indigenous and Black faculty as positions are authorized, including cluster hires.	Director, School of Social Work Associate Dean, Faculty Affairs, LAPS	Ongoing
3.	That the curriculum map for programs be updated, prior learning assessment tools be created and mechanisms for communicating program learning outcomes and program maps be implemented.	The School will explore working with curriculum developers to review and revise programs learning outcomes and maps for the BSW and MSW, as well as establishing fixed course objectives for all core courses in alignment with accreditation requirements of the Canadian Association for Social Work Education (CASWE). The School will explore tools for tracking accreditation requirements, in consultation with other Faculties as appropriate. The School will continue its practice of assessing prior learning to ensure that maximum transfer value is awarded. The School will develop mechanisms for ensuring	Undergraduate Program Director, BSW committee, Course Directors, Associate Dean Programs (for consultations with Lassonde and Health)	Curriculum mapping and program learning outcomes to be revised by the Fall 2024, after new mission statement is finalized. Consultations about accreditation tracking through to Fall/Winter 2024/2025.

		that program learning outcomes and curriculum mapping are shared with all faculty.		
4.	That global agreements with practice agencies be established.	The School will continue to work with the relevant offices to secure work-focused placements, bearing in mind the accreditation requirements that supervisors hold a BSW at a minimum.	Director, School of Social Work BSW and MSW Field Education Coordinators	Fall 2023/204 and ongoing.
5.	That stronger affiliations with centralized University student support resources be built.	The School will continue to educate colleagues about the range of support services available at the university. The School will explore processes for sharing information about available services with students and establish a mechanism for this by Fall/Winter 2023/24.	Director, School of Social Work Undergraduate Program Assistant Individual Faculty Members	Fall/Winter 2023/2024 establish information sharing process for students. Education of faculty and students about available services is ongoing.
6.	That the School's leadership team work with the Division of Equity, People and Culture to support commitments to equity and diversity.	The School will continue with the establishment of equity and diversity-oriented groups identified, drawing on the resources provided at the Faculty level as well as university-wide services, as appropriate. The School's Executive Committee and student representatives will meet with the LAPS Special	Director, School of Social Work Executive Committee, School of Social Work.	Fall/Winter 2023-2024

		Advisor on Black Inclusion. All faculty members will complete Place of Online Learning for the Adjudication of Researchers Inclusively and Supportively (POLARIS) modules.		
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