



University of Toronto Quality Assurance Process (UTQAP) Cyclical Review: Final Assessment Report and Implementation Plan

Program(s) Reviewed:	Master of Social Work (M.S.W.) Doctor of Philosophy in Social Work (Ph.D.) Diploma in Social Service Administration (D.S.S.A.)
Division/Unit Reviewed:	Factor-Inwentash Faculty of Social Work
Commissioning Officer:	Vice-President and Provost, University of Toronto
Reviewers (Name, Affiliation):	<ol style="list-style-type: none">1. Dr. Anne E. (Ricky) Fortune Associate Dean and Professor, School of Social Welfare, University at Albany, State University of New York2. Dr. Laura Lein Dean and Katherine Reebel Collegiate Professor of Social Work, School of Social Work; Professor of Anthropology, College of Literature, Science, and the Arts, University of Michigan-Ann Arbor3. Dr. Jackie Sieppert Professor and Dean, Faculty of Social Work University of Calgary
Date of review visit:	October 8-10, 2014
Date reported to AP&P:	March 31, 2015

1 Outcome

The Committee on Academic Policy and Programs (AP&P) concluded that the Decanal response adequately addressed the review recommendations.

2 Significant Program Strengths

- National and international reputation for strength and focus of programs
- Unique clinical emphasis of M.S.W. program
- North American leader in development and evaluation of innovative M.S.W. student assessment methods
- Very talented, competitive student body
- Graduates of doctoral program make lifelong contributions to social work
- Faculty undertake landmark research and widely disseminate knowledge

3 Opportunities for Program Enhancement

The reviewers recommended that the following be considered:

- Continuing to monitor quality of instruction in multi-section M.S.W. courses
- Continuing to prioritize enhanced diversity among students and faculty
- Identifying ways to meet needs for M.S.W. student placements
- Increasing career counselling and communication about funding opportunities to doctoral students
- Proceeding with plans to close the diploma program and incorporating components into the continuing education program
- Continuing to mentor junior faculty and support their development of leadership skills
- Strengthening the Faculty's impact on social work policy and practice

4 Implementation Plan

The Dean undertook in consultation with the Faculty to support the following changes:

- Immediate Term (6 months)
 - Monitoring instruction quality in multi-section M.S.W. courses
 - The Associate Dean, Academic, has begun to hold regular meetings with course coordinators, addressing supervision of course/sessional instructors and consistency in syllabi and grading practices
 - The Associate Dean, Academic, will ensure that a specialization coordinator will provide support to sessional instructors of non-sectioned courses and that course instructors will teach only multi-section courses
 - Prioritizing student and faculty diversity
 - The Faculty will continue to offer diversity and equity workshops to administrative staff and all students, and it will offer a similar workshop for faculty
 - The Faculty's Equity Advisor will facilitate student activities, such as those designed to celebrate diverse cultural achievements
 - The Faculty will review its admissions awards process as a means of increasing diversity within its student population
 - Identifying sufficient M.S.W. student placements
 - The Faculty will continue to develop creative solutions with community organizations regarding field placements, including piloting alternate models of field education

- The Faculty will continue to provide support, recognition and incentives to Field Instructors to aid in their recruitment and retention
- Increasing M.S.W. and Ph.D. student counselling
 - The Faculty will continue to provide funding opportunities for full-time, doctoral students and will better communicate information about funding packages
 - The Faculty will continue to offer career development services for M.S.W. students, including an alumni mentoring program, workshops, and information sessions
- Mentoring junior faculty
 - The Faculty will continue to prioritize the provision of mentoring and support of junior faculty and will assist them in planning to assume future administrative roles
- Medium Term (1-2 years)
 - Monitoring instruction quality in multi-section M.S.W. courses
 - The Associate Dean, Academic, will explore strategies for enhancing PhD student course instructors' teaching skills
 - Prioritizing student and faculty diversity
 - The Diversity and Equity Committee will focus on Aboriginal issues and disability/inclusion in the coming year
 - The Faculty is developing an M.S.W. Indigenous Trauma and Resiliency specialization in response to community needs. It is projected to start in September 2016.
 - The Faculty will continue to collaborate with other academic units on projects addressing diversity, such as the "Forced Marriage Curriculum Project" led by the Faculty of Law
 - Identifying sufficient M.S.W. student placements
 - The Faculty will provide new graduates with information about becoming a Field Instructor
 - Increasing doctoral student counselling
 - The Ph.D. Studies Committee will continue to develop career supports for doctoral students, including workshops held throughout the year on a range of topics
 - The Faculty will work with the Student Life Office to develop career counselling services for its doctoral students
 - Strengthening impact on social work policy and practice
 - The Faculty will, together with partner organizations, seek opportunities to provide input on significant legislation
 - The Faculty will work with the broader social work community on government directives where there is expertise and alignment within the Faculty
 - The Faculty will begin its next five-year strategic planning process in 2016, taking into account all of the issues identified above

The Provost's Office will work with the Dean's Office to monitor progress in implementing the above plan of action.

5 Executive Summary

The reviewers identified the programs' strengths as their excellent reputation, calibre of students, leadership in innovative student assessment methods, and faculty and doctoral graduates' contributions to the field. The reviewers recommended that the followings issues be

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addressed: instruction quality in multi-section M.S.W. courses, student and faculty diversity, sufficient M.S.W. student placements, doctoral student counselling, proceeding with plans to close the diploma program, program faculty succession planning, and strengthening the Faculty's impact on social work policy and practice. The Associate Dean, Academic will hold regular meetings with course coordinators and provide support for course/sessional instructors. The Faculty will take a multi-pronged approach in continuing to prioritize student and faculty diversity through its Equity Advisor, Diversity and Equity Committee, curriculum, and collaborations with other units. The Faculty will develop creative solutions regarding field placements and provide incentives for current and future Field Instructors. The Faculty will continue to offer funding opportunities for full-time, doctoral students, better communicate information about funding packages, and provide career development services for all students. The Faculty will mentor and support junior faculty, and it will draw on its expertise to provide input on significant legislation. All of these issues will be considered during the Faculty's next strategic planning process. The Committee on Academic Policy and Programs (AP&P) concluded that the Decanal response adequately addressed the review recommendations.