

4-YEAR POST IQAP FOLLOW UP REPORT

January 2018

PROGRAM OVERVIEW

PROGRAM	IQAP REVIEW DATE	PREPARED BY
BA in Social Welfare and Social Development (SWLF)	Last review: 2013 Next review: 2021	Dean, Faculty of Applied and Professional Studies

PROGRESS OF PPC RECOMMENDATIONS

RECOMMENDATION	% COMPLETE	RESPONSIBLE MEMBER/UNIT	EXPECTED COMPLETION
That the School review its curriculum to determine whether further changes are needed to ensure that the following areas are adequately covered: democratic pedagogy, applied and community research, anti-oppression pedagogy and information literacy	100% Generally complete (see details below)	Department	Complete

SUMMARY OF PROGRESS TO DATE

This summary highlights the outcomes of the 2013 IQAP review in Social Welfare and Social Development (SWLF) and the initiatives undertaken since the review. It also describes the department's plans for the next three to four years.

In 2013, the Social Welfare and Social Development program received a positive assessment from the external reviewers. As noted in the Final Assessment Report, the reviewers (and PPC) recommended we consider deepening the use of democratic and anti-oppressive pedagogy, which they described as "active listening and collective processes on knowledge construction through problem-solving and shared inquiry." The faculty read a number of the books recommended by the reviewers and met a few times in Winter 2014 to hold discussions on these issues, as well as on how to improve the assignments in our courses, from the first-year introduction to the final capstone seminars. Because we are a small department, with just three full-time faculty, these discussions have continued from time to time on an informal basis.

As for applied and community-based research, we noted we already had a course in Community Service-learning for Social Development (SWLF 2995). Since the review, we have cross-listed SOCI 3036 (Qualitative Research Methods) into the program.

We gave some thought to offering a separate course on information literacy, but decided against it because of the lack of faculty resources and the fact that we regularly incorporate the development of critical skills and research skills, in various guises, in all our courses.

With respect to curriculum, in 2014 Senate approved the creation of SWLF 3166: Housing and Homelessness, while also cross-listing roughly 20 courses into SWLF. In 2016, Senate approved the creation of SWLF 3426: Race, Ethnicity, and Social Welfare, while also cross-listing seven courses into SWLF, including four from Child and Family Studies.

The other two opportunities for improvement that were highlighted in the last review related to (a) staffing and (b) college partnerships to improve student recruitment. Each is described in more detail below.

(a) Staffing

The reviewers' main concern was the need to stabilize the faculty complement and increase it by one full-time faculty member (from three to four). They noted that SWLF has the "absolute minimum resources to offer the honours program that was long in the making." The three full-time faculty had to cover a wide range of courses, hence future program stability "requires one additional tenure stream appointment" (that is, a fourth faculty member) in order to avoid burnout and to help "ensure program continuity during sabbaticals and research leaves." In addition, the program was said to need "a core faculty complement large enough to sustain the program through the unavoidable turnover in part-time faculty positions."

The third faculty position, which was an LTA at the time of the review, was converted to a tenure-track position in 2014. The department has not yet been granted a fourth tenure-track position.

In terms of immediate staffing needs, the landscape has changed somewhat since the review, with Dr. Patriquin planning to move to a half-time appointment in July 2019. This potential loss of a half-time position, in conjunction with increased enrollments, will necessitate the creation of another tenure-track position (bring the full-time faculty complement to 3.5). This, combined with LTA sabbatical replacements, should result in the program having sufficient faculty for the next few years. (See the SWLF 5-Year Plan, dated November 2017, for more detailed plans and information.)

(b) College Partnerships to Improve Student Recruitment

The reviewers recommended that we should build better linkages with college programs "where students might be interested in completing a degree post-diploma." As a result, the department put in place two college partnerships which should help us recruit more students over the following years:

- In May 2015, Senate approved revisions to the advanced standing policy for CAAT Social Service Worker (SSW) graduates, making it one of the most generous policies in the province.
- In May 2016, Senate approved the creation of a collaborative degree-diploma program with Canadore College, which enables students to earn a BA4 Honours Specialization in SWLF and a two-year Social Service Worker diploma in just four years. The MOU between Nipissing and Canadore was signed in February 2017.

The launch of the professional years of the Bachelor of Social Work program in 2017-18 has also helped attract more students to SWLF, especially to SWLF 1006, which became a required course for the BSW in 2017. In 2017-18, SWLF 1006 has 165 students enrolled – 86 in the Fall and 79 in the Winter (data as of 13 January 2018). As well, it is anticipated that second- and third-year SWLF courses will also see an increase in enrollment due to interest from second-year BSW majors.

Similarly, the formation of the School of Human and Social Development and relocation of the Child and Family Studies program from Muskoka to North Bay has the potential to result in increased demand for SWLF electives.

LIST OF ACTION ITEMS LEADING UP TO NEXT REVIEW

ITEM	RESPONSIBLE MEMBER/UNIT	PROJECTED COMPLETION
Increase faculty complement:	SWLF Department/Faculty/VPAR	
<ul style="list-style-type: none"> LTA 1 (10 months) for July 2018 to cover a sabbatical 		Prior to July 2018
<ul style="list-style-type: none"> New tenure-track for July 2019 to give the program 3.5 faculty 		Prior to July 2019
<ul style="list-style-type: none"> LTA 1 (10 months) for July 2021 to cover a sabbatical 		Prior to July 2021
Add two new courses to the academic calendar:	SWLF Department	2019-2020
<ul style="list-style-type: none"> SWLF 3136: Education and Social Development SWLF 3466: Disability and Social Welfare 		
Explore opportunities for additional experiential learning courses in the community or abroad either as SWLF 3916 (Selected Topics in Social Welfare) or as a new course	SWLF Department	Ongoing/By next review

CONCLUSIONS/RECOMMENDATIONS/NEXT STEPS

With the addition of a few elective courses as well as investment in faculty, SWLF will be well positioned to address students' programmatic needs and continue on a growth trajectory leading up to the next IQAP review period.