

# EXECUTIVE SUMMARY & IMPLEMENTATION PLAN

Under Nipissing University's Institutional Quality Assurance Process (IQAP) and the Ontario Universities Quality Assurance Framework (QAF), all programs are subject to a comprehensive review at least/at minimum every eight years to ensure that they continue to meet provincial quality assurance requirements and to support their ongoing rigour and coherence. This review was conducted under the terms and conditions of the IQAP approved by Senate on June 29, 2023 and ratified by the Quality Council on May 5, 2023

In academic years 2024-25 a program review was scheduled for Bachelor of Social Work. This was the first review for this program. The timeline of the review was as follows.

## PROGRAM UNDER REVIEW

PROGRAM	SENATE APPROVAL DATE	PREPARED BY
Bachelor of Social Work	September 12, 2025	Provost and Vice-President

## A. REVIEW TIMELINE

SELF-STUDY REVIEW TIMELINE	DATE
1. Self-Study Presented to AQAPC	December 16, 2024
2. Site Visit Conducted	February 20-27, 2025
3. Reviewer's Report Received	March 31, 2025
4. Department's Response Received	June 9, 2025
5. Dean's Response Received	July 29, 2025

## A. REVIEW SUMMARY

**Two external reviewers conducted the review. During the in-person site visit, the reviewers met with the following groups and individuals:**

Provost and Vice President, Academic  
Dean of Education and Professional Studies  
Department Representatives  
Internal Review Committee  
Library Executive Director and Librarians  
Registrar and Associate Registrars  
Current Students and Alumni  
Associate Vice President, Research, Innovation and Graduate Studies

**The academic programs offered by the Department which were examined as part of the review included:**

Bachelor of Social Work

**The follow program strengths were noted:**

Strengths identified include engaged students and faculty, qualified field education management, innovative simulation models (EBE), diverse faculty scholarship, and supportive advising through the Oshkabaywis program, all demonstrating a strong commitment to student success

**Summary of review team recommendations:**

Recommendations include hiring two full-time faculty, securing a qualified long-term director, developing a clearer vision and mission with stakeholder input, reducing field placement hours to align with CASWE-ACFTS standards, enhancing recruitment strategies, maintaining admission standards, providing reduced course load options for eligible students, increasing funding for guest speakers, and fostering collaborative strategic planning among leadership.

**Status:**

**Due date for 2 Year Follow-up Report:** 2027

**Date of next Cyclical Review:** 2031

## B. IMPLEMENTATION PLAN

Below are the recommendations that require specific action as a result of the Review, along with the identification of the position or unit responsible for the action in question. Notwithstanding the position or unit identified as being responsible for specific recommendations, the Dean of the Faculty has the overall responsibility for ensuring that the recommended actions are undertaken

RECOMMENDATION	RESPONSIBLE MEMBER/UNIT	PROJECTED COMPLETION
1. Hire new Faculty	Academic Unit to follow established process to develop and submit strategic request.	November 2025
2. Hire new Director	Academic Unit and Dean	January 2026
3., 4., 5., 7., 9., 10., 13. Strategic Planning, Mission/Vision update, Curriculum Renewal (including admission requirements, writing competency, library integrations, and reduced workload options)	Academic Unit and Dean	April 2026
6. Reduce required placement hours	Academic Unit and Dean	November 2025
6. Implement process for PLAR	Academic Unit and Dean	November 2025
12. Revise Professional Years Application	Academic Unit and Dean	April 2026
8. Develop recruitment/marketing strategy	Academic Unit, working with Dean and Recruitment and Marketing Teams	October 2025
14. Clarify reporting for Field Education Manager	Dean	October 2025

