

TWO (2) YEAR POST CYCLICAL PROGRAM REVIEW MONITORING REPORT

PROGRAM OVERVIEW

PROGRAM	IQAP REVIEW DATE	SENATE APPROVED
Social Welfare and Social Development	October 6, 2023	May 10, 2024

PROGRESS OF RECOMMENDATIONS

RECOMMENDATION	% COMPLETE	RESPONSIBLE MEMBER/UNIT	STATUS IF NOT COMPLETED, PLEASE PROVIDE PROJECTED COMPLETION DATE
Understand and eliminate barriers to successful degree completion	20%	SWLF Faculty, Registrar	The biggest barrier to successful degree completion is that the program lost two FT positions: one tenured and one LTA. The two existing FT Faculty cannot offer enough courses to satisfy students' needs to complete their degrees. SWLF program did apply in 2024 for a tenure-track position to be cross-appointed between SWLF and CHFS. The application was not successful. There is no chance to eliminate this barrier given the recent budget constraints. We have relied on PT instructors to teach some courses. Now that one faculty is going on half sabbatical in early 2026, we will have to look for PT instructors to teach many more courses. It is important to continue the SWLF program at least for the growth of CHFS and Social Work (SW). For example, out of 66 students in the SWLF1006 this year, 41 of them are in SW. SW students are also scattered in other SWLF courses. Also, in SWLF2006 and SWLF2007 this year, close to one third of the classes are students majoring in CHFS. One strategy that is to strengthen collaboration with CHFS to maximize opportunities for students to take double majors between SWLF and CHFS. Given that 11 courses are cross-listed with CHFS, to increase the number of SWLF majors, one consideration

			is to expand the number of CHFS courses as required courses for SWLF majors.
Marketing	40%	SWLF, Dean, Marketing, Recruitment	SWLF faculty have participated in marketing events such as open house and meeting with high school students during their campus tours. SWLF faculty, Dr. Manuel Litelian, who teaches SWLF2995 on community service-learning, among other courses, has expanded the existing course of the program by leading two experiential learning study tours to Norway together with Dr. Natalya Brown. Both trips were well attended by students from across programs at NU. These trips add further marketing points for the program's strengths in experiential learning. The SWLF program therefore needs the Dean and the Registrar to support a plan to build double major in SWLF and CHFS as discussed above.
Hybrid Delivery consideration	80%	SWLF, Director of Teaching and Learning	The hybrid delivery is successful as it offers an opportunity for mature students to continue learning while taking care young children and working full or part-time. SWLF tends to have more mature students who have had years of experience with working in community services than other programs do. This delivery mode fits them. It also fits with students who fall sick and can still attend classes.

SUMMARY OF PROGRESS TO DATE

The SWLF program made changes to align curriculum more closely with the strategic plan by incorporating four INDS courses into the list of required courses for SWLF students. The program also withdrew from the cluster of Political Science, Philosophy and Economics and joined forces with CHFS, PSYCH, and SOCI in 2024. Since SWLF became part of Arts and Science Faculty in 2018, this is the first opportunity for it to come closer to its long-time collaborative program, CHFS, in program development. These two programs still have potential to strengthen the programs together by designing a double major pathway.

LIST OF ACTION ITEMS LEADING UP TO NEXT REVIEW

1. Review the curricula of the two programs, SWLF and CHFS, to create a pathway for students to have opportunities to take double majors between SWLF and CHFS to boost SWLF's number of majors.
2. This process will require the redesigning of courses and having the redesigned courses approved through ACC.
3. Once approved through the Senate, faculty members will prepare to deliver these redesigned courses to create a satisfactory outcome of increasing number of majors in SWLF and CHFS.

CONCLUSIONS/RECOMMENDATIONS/NEXT STEPS – PLEASE ADD CONCLUDING SUMMARY REGARDING NEXT STEPS

Please add concluding summary regarding next steps, etc.

SWLF is one of the programs that is directly responsive to NU's strategic commitment to under-resourced and under-served communities in northern Ontario. After leaving the cluster of Political Science, Philosophy and Economics last year, SWLF has gained an opportunity to strengthen collaboration with its closely related program, CHFS. By joining forces with CHFS, PSYC and SOCI, SWLF plans to better address their strategic mandates and grow to become a sustainable program. Further work is needed to explore the creation of pathways for students to acquire double major between SWLF and CHFS or other similar integrated programming. To build on the 11 SWLF courses cross-listed with CHFS, more CHFS courses are to be cross-listed in SWLF to support this initiative. With this pathway, SWLF can grow together with CHFS in gaining higher enrollment and heightening its ability to serve local communities. There could be a similar pathway to be instigated between SWLF and SOCI, beginning with adding cross-listed required courses.

Dean's Response

The Dean of Arts & Science commented on and made recommendations for a draft of this monitoring report. No revised version of the report was submitted so the comments will be summarized here.

The unit does not provide evidence that an inadequate number of courses is the cause of low retention and completion rates. The Dean's Office works closely with the Registrar to ensure that students have courses that will allow them to complete their degree. Without a completed curriculum map, it is difficult to see if there are bottlenecks. Moreover, the small enrollment numbers make retention metrics highly sensitive to individual student decisions, making it difficult to determine if these are structural issues. More investigation into the barriers to completion is required to respond to this recommendation. The Annual Program Reviews and the completion of a curriculum map are important steps to complete.

There are several references to the development of a double major in SWLF and CHFS. There is nothing that prevents a student from taking a double major in SWLF and CHFS. The pathway already exists but does not appear to be attractive to students. Cross-listing SWLF courses in CHFS may increase enrolments in SWLF courses and increase capacity in CHFS but it is unlikely to increase the number of students majoring in SWLF as students may not 'double-count' credits in both programs.