



To: Vice President Academic and Research
From: Director of School of Social Work
Date: January 18, 2022
Re: Report of the School of Social Work on the Status of the Implementation Plan
Due: February 5, 2022 (due 18 months after the Senate approval of the Final Assessment Report)

Dear VPAR,

We are pleased to submit our report on the status of the Implementation Plan for the School of Social Work. We have addressed each recommendation or suggestion carefully and all members have reviewed and approved the Implementation Plan. Thank you for giving us the opportunity to consider the recommendations. Please do not hesitate to contact me if you have any questions.

Rose Cameron,
Associate Professor
Director, School of Social Work

Article 3.6.11 IQAP (pp. 48-49):

“The Department prepares a report of the status of the Implementation Plan 18 months following Senate approval of the Final Assessment Report (FAR). The CAO monitors the completion of the status report. The Department submits the status report to the CAO who submits it to AppComm for review. In consultation with QualCom, AppCom may request additional information or action from the Department. When AppCom is satisfied with the 18- Month Status Report, AppCom forwards a recommendation to Senate for approval of the report. The Office of the CAO forwards the Senate-approved status report to the Board of Governors for information. The Office of the CAO posts the approved 18-month status report on the web and forwards it to the Quality Council.”

Please find the completed “Progress on Implementation Plan”, and the original “Implementation Plan (from FAR) for your review and approval.

Progress on Implementation Plan	
<i>Briefly describe the status of each recommendation. If the status is incomplete, provide a rationale. If there were any alterations to the original Implementation Plan, please provide the rationale.</i>	
Recommendation 1	Program leadership included in discussions in governance forums relevant for program future and possible expansion to another campus.
Status:	<i>Completed</i>
Details:	The School of Social Work, a Professional Program, has continuously met between October 20, 2020 - December 2021, to discuss expansion of the program to another campus. The Director has been invited to meetings to discuss the topic with Algoma University Administration.
Recommendation 2	Ensure consistency of supports for program leadership.
Status:	<i>In progress</i>
Details:	Beginning in Fall, 2018 to date, the Director, who directs the activities of the social work academic unit, has ongoing meetings with the Academic Dean.

Recommendation 3	Ensure the availability of supports and resources needed for optimum delivery of technologically assisted and/or online courses.
Status:	<i>In progress</i>
Details:	Between October 26, 2020 to date, discussions regarding optimum delivery formats for the School of Social Work to offer quality accessible social work education to students in Timmins continues to be discussed. The School participated in the “Technology Plan GAP Analysis” focus group. Faculty had the opportunity to identify IT needs for student learning and in providing access to education for Timmins and its surrounding area. This region in Northeastern Ontario has historically been underserved in terms of access to post-secondary education. The IT Team from Algoma University were planning to visit the Timmins campus on November 20, 2021 but due to the Covid-19 pandemic, the trip has been rescheduled in the new 2022 year.
Recommendation 4	Program to work with the Library to recommend necessary online resources.
Status:	<i>Completed</i>
Details:	Meetings with Librarians were scheduled from October 15, 2020 to December 2021. Current online resources were provided for the program. For example, a list was generated to identify the 26 Indigenous based journals for students to use in Social Work. In addition, the Holdings (of Library resources) for Social Work Education was compiled by the Librarians in the Arthur A. Wishart Library at Algoma University. Holdings for the Department of Anishinaabe (Ojibwe) and Indigenous Studies and History were provided for the faculty to use in the School of Social Work.
Recommendation 5	Ensure clarity and transparency for Social Work Budget lines (SSM and Timmins).
Status:	<i>Completed</i>
Details:	The Director has met with the Finance Team and the Academic Dean regarding the recommendation between October 15, 2020 to date. A lot of work has been conducted by the Director to identify line-items in relation to meeting CASWE standards. Line-items for each of the Timmins and Sault Ste Marie campuses have been delineated and properly budgeted. The line-items are to be reviewed annually to ensure all activities that are informed by CASWE standards are in the budget.
Recommendation 6	Program Director to build closer engagement with Director of Recruitment and International Operations for more effective promotion and marketing.

Status:	<i>Ongoing</i>
Details:	On October 15, 2020, the Director reached out to engage in a meeting with the Director of Recruitment and International Operations to discuss a preliminary plan to achieve this recommendation. On January 18, 2021, due to the pandemic, the Director, and staff continued to work together with the recruitment team. The Director has participated in all Algoma University events, with the support of program staff.
Recommendation 7	Director to request from CASWE lifting cap on Enrolment.
Status:	<i>Completed</i>
Details:	On October 15, 2020 to date, the Director has been meeting with CASWE Accreditation Commissioners and with the staff and faculty in the School of Social Work to understand how the current Professional Year program caps of 30 students at the Sault Ste Marie Campus, and the limit of 20 students came to exist. In reviewing previous internal CASWE self-studies submissions, it was the Social Work program that set the enrolment caps after comparing the program to similar sized social work programs across Canada.
Recommendation 8	Program to explore the CASWE's requirements for offering a Master's degree.
Status:	<i>Completed</i>
Details:	<p>On October 15, 2020, the Director contacted CASWE members to inquire about the process of applying for an accredited MSW Degree. All applicants must apply to meet existing Pre-Accreditation Requirements set out in the "Procedures for Accreditation Document, https://caswe-acfts.ca/wp-content/uploads/2021/08/CASWE-ACFTS-Procedures-for-Accreditation-June-2016-3-Copie.pdf The procedures are: 2.1.1 Eligibility for Pre-Accreditation, page 10 to review requirements for offering a Master's degree.</p> <p>For example:</p> <p>A Program must apply for Pre-Accreditation if it meets the following requirements:</p> <ol style="list-style-type: none"> 1. The Program is new and has not admitted any students; 2. The Program at the time of application, has secured sufficient resources, and hired faculty; 3. Such a Program will be able to meet the CASWE-ACFTS Standards for Accreditation and meet the Accreditation Standards within the four-year timeframe; 4. The Program's host University/College is an active member of Universities Canada; 5. The Program has been approved by the University/College, following consultation with appropriate

	<p>bodies, and the process by which the University/College approved the Program is included in the Application.</p> <p>The inquiry of this recommendation completed on December 31, 2020.</p> <p>During this inquiry, it was conveyed to the Director that before an existing program applies for a MSW program, all resources required to operate current programming must be in place before a MSW program is to be considered by CASWE. Any faculty in the MSW program must demonstrate their ability to bring in research funding, be in pursuit of research and scholarly activities. Should a current BSW program be under-resourced then an MSW program is not recommended. The host university has to demonstrate commitment in providing all required resources for the BSW program first. The School of Social Work is in the process of filling any resource gaps at the Timmins campus. It is imperative that the School of Social Work continue to provide quality social work education, and to meet all CASWE requirements.</p>
Recommendation 9	Program leadership to participate in institutional planning involving Northern and Indigenous Peoples.
Status:	<i>Incomplete</i>
Details:	In May, 2021, the Director met with Administration to begin discussions on how to achieve this recommendation. The Director and the School of Social Work are planning to meet with local Indigenous communities in the surrounding Sault Ste. Marie, and in Timmins regions. Their input is important in order to further strengthen the Indigenous content of the program. This activity is planned once the COVID pandemic is under control.
Recommendation 10	Correct the name of the program (BSW/HBSW)
Status:	<i>Completed</i>
Details:	<p>On October 15, 2020, the Director contacted CASWE to request clarification on the naming of current BSW programs in general. CASWE recommended that this was a program decision. In meetings with staff and faculty, it was decided that the term, "Bachelor of Social Work" be used instead of "Honours Bachelor of Social Work". The term, "Bachelor of Social Work" better reflects the type of program that is offered at Algoma University, and it is also reflective of CASWE standards. The School of Social Work has begun to make the necessary changes in program documents, policies, and guidelines.</p> <p>Internally, it was also important to acknowledge the acronyms, "BSW" and "HBSW" in the advising process. For example, BSW is applied in categorizing students who are not yet in the Profession Years</p>

	<p>program, but once they are accepted into the Professional Years program, they are then recategorized as HBSW students. The current categories are useful to differentiate between the two groups of students who are studying in the School of Social Work program. The Commission of Accreditation (COA) Commissioner, Dr. Grant Charles confirmed it was acceptable to continue granting Honours Bachelor of Social Work Degrees moving forward.</p>
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Please use the space below to report on anything the Department/Program believes is appropriate to bring to the Algoma University Senate concerning this program. Please outline and explain any circumstances that have altered the original Implementation Plan and any significant developments or initiatives that have arisen since the program review.

The original Implementation Plan was not altered but we provide significant initiatives or resources that the School of Social Work continues to work on.

Recommendation #2: Regular meetings with the Dean are being scheduled on a monthly basis, and or when the Director needs advice regarding program planning.

Recommendation #3: Continued discussion with the IT Team is required to support the optimal technological delivery format for the School of Social Work program in Timmins.

Implementation Plan (from FAR)

May 26, 2020.

#	Recommendation	Responsible for Leading Follow-Up	Timeline for Addressing Recommendation	Required Resources
1.	Program leadership included in discussions in governance forums relevant for program future and possible expansion to another campus.	Director, SWRK Faculty	Ongoing	
2.	Ensure consistency and support for Program leadership	SWRK Faculty, Academic Dean	Ongoing	

3.	Ensure the availability of supports and resources needed for optimum delivery of technologically assisted and/or online courses	IT, Director, Academic Dean	Ongoing	As part of university-wide eLearning plan, SWRK needs to be supported
4.	Program to work with the Library to recommend necessary online resources	SWRK Faculty	Ongoing	

5.	Ensure clarity and transparency for Social Work program budget lines (SSM and Timmins)	Director, Financial Services, Academic Dean	Ongoing	
6.	Program Director to build closer engagement with Director of Recruitment and International Operations for more effective promotion and marketing	Director	Ongoing	
7.	Director to request from CASWE lifting cap on enrollment	Director	April 30, 2021	
8.	Program to explore the CASWE requirements for offering a Master's degree	SWRK Faculty, Director	December 31, 2021	
9.	Program leadership to participate in institutional planning involving Northern and Indigenous Peoples	Administration	Ongoing	
10	Correct the name of the program (see recommendation nr. 24)	Director	April 30, 2021	