



University
of Regina

Faculty of
Social Work

Critically Engaged Social Work



FACULTY OF SOCIAL WORK
2021-2025 Strategic Plan

VALUES

- Mutual Respect, Integrity, and Honesty
- Equity, Diversity, and Inclusion
- Informed by Indigenous Ways of Knowing and Being
- Communities and Social Responsibility

MISSION

The FSW contributes to critical social work through innovative teaching, research, policy development, and community engagement, thereby preparing students to work towards an equitable, diverse, and inclusive society in Saskatchewan and beyond.

GOALS

Within the next ten years, the Faculty of Social Work would be:

- Invited to policy tables to design and construct programs and services that build an equitable society.
- Recognized nationally and internationally for scholarship on reconciliation, equity, and inclusion that is relevant and impactful to communities.
- Considered a leader in social work professional education, attracting students nationally and internationally.
- Known for collegial faculty and staff that have meaningful community partnerships built upon possibility and strength.
- Offering expanded, flexible undergraduate and graduate programs that prepare students to respond to critical social issues.

VISION

1. DISCOVERY:

All students will participate in experiential learning opportunities.

2. TRUTH & RECONCILIATION:

Take significant actions on the TRC's Calls to Action specific to social work education and practice.

3. WELL-BEING & BELONGING:

Assess, adopt, implement, and improve student success and well-being metrics.

4. ENVIRONMENT & CLIMATE ACTION:

Enhance intersection of social and environmental justice.

5. IMPACT & IDENTITY:

Measure and improve recognized comprehensive impact of FSW activities.

DISCOVERY

Goal 1: All students will participate in experiential learning opportunities.

Success Measures (by 2025)

- Teaching responsive emerging social issues.
- Flexible teaching modalities increasing access to courses.
- Innovative experiential learning opportunities.
- Percent of graduates reporting program helped find professional employment.
- Increased student / faculty interactions through students working as RAs.
- Increased number of thesis-route graduate students.
- Enhanced faculty skills in Knowledge Transfer/
- Increased engagement of sessional instructors in FSW activities / supports.
- Decreased divide between sessional instructors and faculty members.
- Increased quality of teaching and supports for the sessional instructors.
- Satisfactory enrolment numbers in graduate courses.
- Three to four MSW courses per academic year developed / delivered as blended / remote / sync / async.
- Increased number of Full-Time graduate students.
- Increased number of FSW University-level scholarships.

Objectives

1. **Excellence in Teaching**
2. **Excellence in Research**
3. **Meaningful connections among faculty, sessional instructors, and students**
4. **Student Success**

Strategies

Excellence in Teaching

- Discuss how to proceed post-Covid-19 with course delivery models.
- Begin discussions on providing support to faculty and sessional instructors related to their teaching and professional development.
- Review PLAR.
- Review / revise Professional Suitability Policy.
- Enhance supportive IT technologies for teaching and learning.
- Evaluate academic advising program.
- Enhance SW 099 and determine if Pre-SW students required to complete.
- Develop and deliver a FSW alumni annual survey.
- Have course leads for courses with multiple sections.
- Update IT infrastructure that supports innovate flexible learning.

Excellence in Research

- Start discussions and develop the capacity at Social Work Research Centre (SWRC) level to disseminate student research theses.
- Conduct research-related training for students in SWRC.
- Disseminate and facilitate knowledge transfer of student theses and research practicum findings.

Meaningful connections among faculty, sessional instructors, and students

- Begin meetings and supports for instructors - Pedagogical Discussions, TLC that are topic-based.
- Continue to provide feedback on course outlines to sessional instructors.
- Start using course outline templates and samples.

Student Success

- Begin providing one to two courses in remote or blended delivery format per academic year.
- Continue exploring the ways students can be supported by scholarships.
- Attract more students nationally and internationally.





TRUTH & RECONCILIATION

Goal 2: Take significant actions on the TRC's Calls to Action specific to social work education and practice.

Success Measures (by 2025)

- Increase in number of shared courses and student advising with FNUniv.
- Number of students involved in peer mentorship.
- Involvement of FNUniv. students in IGD initiative delivered by the UR FSW.
- Audit FSW website to ensure that language inclusive of Indigenous students.
- Increase number of collaborations across Canadian post-secondary institutions.
- Increase HyFlex delivery course and number of registered students outside two main campuses.
- Increase number of certificate and diplomas available.
- Create classroom space to reflect Indigenous world views.
- Create and deliver a required course on child welfare with specific emphasis on Indigenous world views.
- Ensure all FSW courses integrate Indigenous ways of knowing.
- Offer land-based courses.
- Invite Elders into classrooms and FSW meetings.
- Develop smudging room at Saskatoon campus.

Objectives

1. **Improve student supports for Indigenous students, faculty, and staff**
2. **Provide educational opportunities and experiences across SK**
3. **Incorporate Indigenous ways of knowing into teaching and research**

Improve supports for Indigenous students, faculty, and staff

- Strengthen closer connections with FNUniv (e.g., course sharing, student advising, intergroup dialogue groups).
- Explore peer mentorships for Indigenous social work students across the province (e.g., ACE).
- Explore possibility of UR Saskatoon student access to USask Gordon Oakes Red Bear Student Centre.
- Create a scholarship for Indigenous students focused on social work research and practice.
- Review the online presence to ensure inclusive for Indigenous students.

Provide educational opportunities and experiences across SK

- Enhance collaboration with other universities with Indigenous social work programs.
- Provide more opportunity for different delivery modalities.

- Develop and deliver social work certificate/diploma within community to meet community needs.

Meaningful connections among faculty, sessional instructors, and students

- Create classroom spaces that reflect Indigenous worldviews (e.g., circle).
- Review all social work classes to determine the extent to which Indigenous ways of knowing are integrated.
- Schedule pedagogical meetings to discuss decolonization, Indigenization, and reconciliation.
- Explore Elder Support at UR Campus.
- Explore possibility of smudging room at Saskatoon campus.
- Include a required course on child welfare with specific focus on the impact on Indigenous communities.
- Include Indigenous ways of knowing into all courses.
- Develop a FSW procedure on hiring on Elders for class / meeting presentation (includes protocols and budget guidelines).
- Explore a required land-based course in the undergraduate program.
- Include Elders regularly within courses and FSW meetings.



WELL-BEING & BELONGING

Goal 3: Assess, adopt, implement student success and well-being metrics.

Success Measures (by 2025)

- Representation of students in diverse and underrepresented groups re: admission.
- Cross Cultural interactions and space (number held, attendees, reach across different levels).
- Student-centric EDI space.
- Racism and abuse reporting mechanism compliance.
- Work / life balance team-building and social events (number of workshops, attendees, satisfaction).
- Number of staff participating in development / coaching / mentorship, service award nominations, unit recognition.
- Reconnecting to land - working with ta-tawâw Student Centre and similar in Saskatoon.
- Student-led mental health initiatives and knowledge.

Objectives

1. **Equity, Diversity, and Inclusion**
2. **Healthy Living**
3. **Mental Health Literacy and Research**

Equity, Diversity, and Inclusion

- Develop outreach plan (list of groups) and corresponding events with help from student societies.
- Promote existing workshops, building upon existing seminars.
- Review and renew policies on inclusive language.
- Promote student, staff, and sessional instructors, and faculty knowledge of racism and abuse reporting mechanism.
- Explore informal supports for non-dominant students considering reporting incidents.
- Setup measure of student knowledge of reporting mechanism.
- Begin implementation of review admission criteria.
- Continue recruitment efforts and monitor student experience for diverse and underrepresented students.

Healthy Living

- Encourage collaboration between Regina and Saskatoon student societies - integrated events and reach to greater Saskatchewan to reduce gap in cohort-identity.

- Draft plan for students, faculty, and staff (e.g., mentoring and team building for both staff and faculty; flexible work options; wellness supports).
- Build on existing community events and partnerships to reconnect to land.
- Build capacity, resources, and interest of students to take healthy living initiative.
- Begin and evaluate healthy living workshop series.
- Collaborate with Office of Indigenization on reconnecting land with Indigenous Elders and groups.
- Increase student direction of healthy living events.
- Explore collaboration with RPIRG community garden.
- Open healthy living workshop series to alumni.

Mental Health Literacy and Research

- Enhance existing module on mental health (Social Work 099) for new BSW admits (include UofR Mental Wellness Hub).
- Consult with students to leverage mental health resources, determine gaps, and engage faculty.
- Support student-led initiatives on mental health literacy and research.





ENVIRONMENT & CLIMATE ACTION

Goal 4: Enhance intersection of social and environmental justice.

Success Measures (by 2025)

- Two required courses with environmental justice and ecological social work theory, policy, and practice.
- Produce two or more articles or seminars on topics of social and environmental justice.

Objectives

1. Educate, advocate, and conduct research on social and environmental justice
2. UofR as a living lab

Educate, advocate, and conduct research on social and environmental justice

- Examine existing course outlines regarding social and environmental justice.
- Bring discussion to UGS and Social Work Association of Saskatchewan (SASW) / Faculty for discussion.

- Pilot content in two identified required courses over two semesters.
- Determine the type of feedback and process used for feedback from students and instructors.

UofR as a living lab

- Explore an incentive toward research funding in environmental social work.





IMPACT & IDENTITY

Goal 5: Measure and improve recognized comprehensive impact of FSW activities.

Success Measures (by 2025)

- Expand CAB to provincial representation.
- Partnerships yield increased research support and feedback to improve teaching.
- Intergroup Dialogue (IGD) program created.
- Work toward a provincial unified SW program.
- Build on accreditation success.
- Increased national and international recognition.
- Decrease number of students who do not finish the program.
- Increase number of students who seek employment in rural, northern, and remote communities.
- Enhanced exposure [e.g., media] on the work that is done to challenge inequalities.

Objectives

1. Broaden partnerships
2. Institutional identity
3. Social Impact

Broaden partnerships

- Revise terms of reference for Community Advisory Board (CAB) to include provincial-wide representation.
- Utilize CAB to keep current in teaching.
- Expand number of community research partnerships.
- Develop and deliver Intergroup Dialogue course.
- Develop strategies to engage people with lived experience, in addition to CAB.
- Enhance community presence to remain current in teaching.

Institutional Identity

- Continue work to minimize distinction between campuses.
- Develop plan and collect data annually for accreditation readiness.
- Review and renew International MOUs.
- Explore different avenues of knowledge translation that broadens the audience.

Social Impact

- Review and reached on the Prairie Beginnings Project and revitalize the project.
- Develop and fund communication strategy that highlights faculty / staff research / work on a number of platforms.
- Compile information on the students who do not finish.
- Develop a process for tracking employment of graduates.

