
DATE: October 5, 2020

TO: Council Committee on Academic Mission

FROM: Dr. Cathy Rocke, Dean 

RE: Faculty of Social Work Accreditation Report

The Canadian Association of Social Work Education (CASWE), Commission on Accreditation provides Standards for Accreditation for Canadian social work programs. The Standards of Accreditation consist of principles guiding the accreditation of social work education programs and, standards that are organized in four domains: 1) program mission and goals; 2) program governance, structure and resources; 3) program content: curriculum and field education; and, 4) program evaluation/assessment. Further details of the specific criteria social work programs need to address can be found on the following link (<https://caswe-acfts.ca/wp-content/uploads/2013/03/CASWE-ACFTS.Standards-11-2014-1.pdf>).

The process of accreditation includes the submission of a self-study report and site visit from CASWE commissioners. On April 1, 2019, the University of Regina (UR), Faculty of Social Work (FSW) submitted a self-study report as part of the accreditation review for both their Bachelor of Social Work (BSW) and Masters of Social Work (MSW) programs. Faculty member, Dr. Raven Sinclair completed the 96 page self-study report along with collating over 2,100 pages of supporting documentation.

On November 14, 15 and 16, 2019, CASWE commissioners Dr. Grant Charles and Dr. Raymond Neckoway conducted a reaccreditation site visit at the FSW at the UR in Regina, Saskatoon and Print Albert (remotely). Dr. Grant Charles completed a site visit in Whitehorse at the affiliated program at Yukon University on November 23 and 24, 2019. During the five days, formal meetings were held with faculty, staff, students, senior administrators, alumnae as well as professional associations and community representatives. Altogether the commissioners held 17 meetings with a total of 102 people at the UR and 10 meetings with a total of 40 people in Yukon University.

We are very pleased to report that in January 2020, the CASWE Commission on Accreditation granted the UR FSW an eight-year accreditation for both the BSW and MSW programs. The granting of Re-Accreditation with no conditions indicates that the program has met all accreditation standards. In the written report the commissioners noted

Overall, our impression is that the BSW and MSW are high-quality programs. There is a social justice focus and an emphasis on local conditions, needs and realities. Both

institutions are fortunate to have committed faculty who are supported effectively by a dedicated support staff. Faculty members are engaged with their communities and appear to be highly respected by community partners. Students are appreciative of the programs and speak positively about the faculty.

The following report is a summary of the accreditation self-study report along with updated information and statistics on the UR FSW. Copies of the entire submission can be made available to CCAM members upon request.

Faculty of Social Work, University of Regina
Accreditation Report Synopsis
October 2020

Background

The University of Regina (UR) Faculty of Social Work (FSW) has campuses in Regina, Saskatoon, and Prince Albert. These locations are situated on the traditional lands of the Cree, Dakota/Nakoda, Saulteaux, and the traditional homelands of the Metis. Our program operation at Yukon University is situated on the traditional territories of the Dene, Gwich'in, Tlicho, and Sahto Nations. We acknowledge the traditional peoples of these territories and express our appreciation and gratitude.

Since 1972, the UR FSW has committed itself to a decentralized approach that would allow it to reach learners and partners in communities throughout the province. We currently provide social work education in Regina and Saskatoon, as well as in Whitehorse at Yukon University. The UR FSW has had a partnership with First Nations University of Canada (FNU) since 1978 to initially offer a bachelors and subsequently graduate program. While the degrees delivered through FNU are granted through the UR, the FNU social work program is accredited separately. This decentralized approach has evolved and is now expressed in terms of a flexible learning strategy that supports the delivery of online, Live-streamed, and Blended (combination of online, face-to-face, and Live-streamed) courses. While we continue to have full-time faculty members based at three campuses (Prince Albert, Regina, and Saskatoon), we ceased delivering face-to-face classes at the Prince Albert campus in 2006. However, we plan to again offer a limited number of face-to-face and blended classes at our Prince Albert campus beginning in Fall 2021. Due to the pandemic, the FSW pivoted to remote teaching in March 2020 and all classes in the Fall 2020 and Winter 2021 term are being taught remotely. Our experience with flexible learning modalities has served us well during these unprecedented time.s

In addition to changes in delivery approaches, several developments within Canada and globally have had significant impact on the field of social work education since the 2011 accreditation self-study. These have included the final report and recommendations of the *Truth and Reconciliation Commission of Canada*, the *Inquiry into Missing and Murdered Indigenous Women*, and the *60s Scoop National Class Action Settlement* as well as the national *Child Welfare Reform* process. Concerns about the devastating impact of climate change, the sudden arrival of Syrian refugees, the growing diversity amongst newcomer immigrant and refugee populations, the influence of neoliberalism on post-secondary institutions, the Black Lives Movement and the pandemic have added many nuanced challenges. In the midst of these developments, social work educators continue to note the growing economic and social disparities, along with deep anxiety about the environment. Together, these developments have had an impact on the Faculty's curricula, student body, research, and operations. Recent budget constraints have added another layer to these challenges and developments.

The FSW has risen to these challenges and through diligent evaluation, review, and reflective processes, we have adapted well and manage to attract increasing numbers of students to both our BSW and MSW program. We also notice that our position postings are appealing to both

new and seasoned academics from across the country and internationally, who are bringing with them an infusion of energy into our faculty. Our current complement of faculty and staff demonstrates a wide scope of social work knowledge, skills, and expertise. We are enjoying the diversity brought by seven new scholars since 2015 and look forward to welcoming five additional tenure track scholars in the next year.

Strategic Direction

In 2015, we completed the development of the 2015-2020 Faculty of Social Work's *Strategic Plan* that was in alignment with the University of Regina's 2015 Strategic Plan – *Peyak Aski Kikawinaw: Together We Are Stronger*. In this Strategic Plan the University priorities emphasized the primary theme of *Indigenization*.

The theme of *Indigenization* continues as a standing item at our Social Work Academic and Staff meetings which are held monthly. We believe that *Indigenization* is a process, not a goal and as a result we continue to work on issues as they arise. Prior to the pandemic, we were negotiating to develop smudging spaces at the Saskatoon campus (already in place at the Regina campus) and to locate funds for Elders-in-residence. Within the curriculum, revisions have been made to require that all courses incorporate Indigenous content. In May 2019, SW 405 *Social Work with Indigenous People* transitioned from an elective to required course for all BSW students. Within the undergraduate program there are 3 Indigenous specific courses and within the graduate program 2 Indigenous specific courses.

In Spring 2019, all faculty and staff viewed a video entitled *Nametwaawin - Making a Presence: Integrating Indigenous Knowledge into Curriculum and Teaching Methodologies*. This teaching resource was co-developed by Dean Dr. Cathy Rocke during her tenure at the University of Manitoba. The video includes interviews with both Elders and Indigenous academics reflecting on understanding Indigenous knowledge and both the challenges and strategies for integrating Indigenous knowledge into the classroom.

In Fall 2020, the Faculty will engage in a new strategic plan subsequent to the release of the UR Strategic Plan *All My Relations: Kahk-kiyaw ni wahko makanak*. A Knowledge Keeper will be hired to help guide the process of how to continue the *Indigenization* of our programs at the Faculty. We also anticipate that we will link the Faculty strategic plan to the UR Strategic Plan 5 areas of focus (discovery, truth & reconciliation, well-being & belonging, environment & climate action and impact & identity). Some of the initiatives that the Faculty hopes to develop in the next few years include 1) the development of a social work clinic that will both serve the community and provide placements for our social work students and, 2) the development of an intergroup dialogue initiative both on campus and in the community.

Staffing / Resources

The Faculty of Social Work currently has 21 academic positions and 14 staff positions. The following chart indicates of the location of academic and administration staff in faculty. Currently there are 6 academic vacancies in the Faculty. Three of the academic vacancies

occurred during the 2020 summer months. A search committee has been constituted and will begin interviewing potential candidates this Fall.

Location	Regina	Saskatoon	Prince Albert
Academic	9*	4**	2
Administrative	9	5	0

*current search for 1 Assistant faculty position and 1 Clinical Instructor position

**current search for 1 Lecturer, 2 Assistant professor position and, 1 Associate professor position

Our current faculty complement reflect a high level of diversity and we are benefitting from this trend, particularly in relation to our international scope of knowledge and expertise. We have also been able to increase our student services complement by 2.6 student advisor to augment advising and support to both undergraduate and graduate students within the faculty. A full time tech support person has been hired in the Saskatoon campus. This support has increased the ability to host internet-based classes with student and faculties across multiple sites.

The Regina campus is located in the Education Building. The Faculty completed a \$200,000 renovation in January 2018; the renovation added additional office spaces, redesigned board and meeting rooms with Zoom video conferencing technology, storage rooms, and a redesigned student lounge. In 2016, the Saskatoon campus moved from the Atrium Building to the Concourse Building within Innovation Place (adjacent to the University of Saskatchewan campus). The state-of-the-art facility has over 14,000 sq. ft. and is shared with the UR Faculty of Nursing. The facility includes private office space for all faculty and staff (except the receptionist), student cubicles for exam accommodations, board room and meeting rooms with Zoom videoconferencing. In additions there are two dedicated “Smart” classrooms that allow for the delivery of all the face-to-face social work courses.

Scholarly Output / Research Institute

Our Faculty members have a vast and intriguing scope of research interests including Indigenous child welfare, Animal Assisted Therapies, Aging, LGBTTQ, Refugee and Newcomer Issues, Trauma Informed Practice and Intergenerational Trauma, Anti-racism Education, Addiction, Mental Health and Intergroup Dialogue. A list of the some of the current faculty publications can be found in the Social Policy Research Centre 2019-2020 annual report (<https://www.uregina.ca/socialwork/sprc/assets/docs/pdf/SPRC-Annual-report-2019-2020-FINAL1.pdf>).

The FSW collective research portfolio continues to grow stronger each year. Our acquisition of research funding has increased exponentially in the last few years. In February 2020, the UR Office of Research indicated that the FSW has a very good research grant success rate (average UR success rate is 25% while the FSW has a success rate of 58%). This trend continues with the FSW having been successful since February with 4 faculty successful with 9 grant applications (both tri-council and internal) for a total of \$202,574 in research funding.

The Faculty currently houses the Social Policy Research Centre (SPRC) (<https://www.uregina.ca/socialwork/sprc/>) with the mission to support “social justice and equity-focused research that addresses issues faced by vulnerable, marginalized and oppressed groups. Our community-engaged research utilizes both Indigenous and Western research approaches with specific attention to social action that will inform changes in policy, practice and education for a sustainable future”. The SPRC is an excellent fit with the University of Regina Strategic Research Plan (2016 –2021) by contributing to two thematic research priorities: Social Justice, and Community Safety and Integrated Human Health: Equity, Disease and Prevention. SPRC continues to organize the Faculty of Social Work Research Day and the Brown Bag Lunch Series.

One of the most exciting partnerships that is developing is the Faculty collaboration with the UR Child Trauma Research Centre (CTRC) (<https://www.uregina.ca/ctrc/>). Faculty member Dr. Lise Milne received the funding to support two of the current projects being undertaken by the CTRC: *Translating Knowledge for Child Welfare Organizations Across the Prairies: Managing the Impacts of COVID-19 on the Mental Health of Children, Families and Workers* and *Digital Connections Hub Project: Creating a Digital Connections Hub to Support Children in Care in Saskatchewan During COVID-19 and Beyond*. We anticipate that collaboration with the CTRC will grow over time.

Community Service Initiatives

The Faculty has many collaborations and joint ventures with local, regional, and national communities. Our faculty and staff members sit on various community boards and participate in a wide array of community social justice initiatives and events. One of the key community initiatives spearheaded by the Faculty has been the *Prairie Beginnings* initiative. In response to the sudden arrival of Syrian refugees in the province, the Faculty developed a 12 week summer program with the Regina Open Door Society entitled *Prairie Beginnings*. The project aimed to provide members of the Regina’s Arabic-speaking refugee community with a safe space to ease the stress of resettlement. In 2016, the program’s reach was expanded and now welcomes refugee children and youth from diverse cultural backgrounds. A women’s support circle for mothers facing isolation has also become part of this initiative. This initiative has been made possible by funding from Immigration, Refugee, and Citizenship Canada which was recently renewed in 2019 which will allow the Faculty to continue the program for a further 5 years.

The research completed by Dr. Darlene Chalmer on animal assisted therapies has resulted in a unique collaboration with the University of Saskatchewan and Corrections Canada on the impact of the human-animal bond on inmates. This unique research has garnered media attention (<https://leaderpost.com/news/local-news/sask-researchers-explore-impacts-of-human-animal-bond-on-inmates-in-new-magazine>).

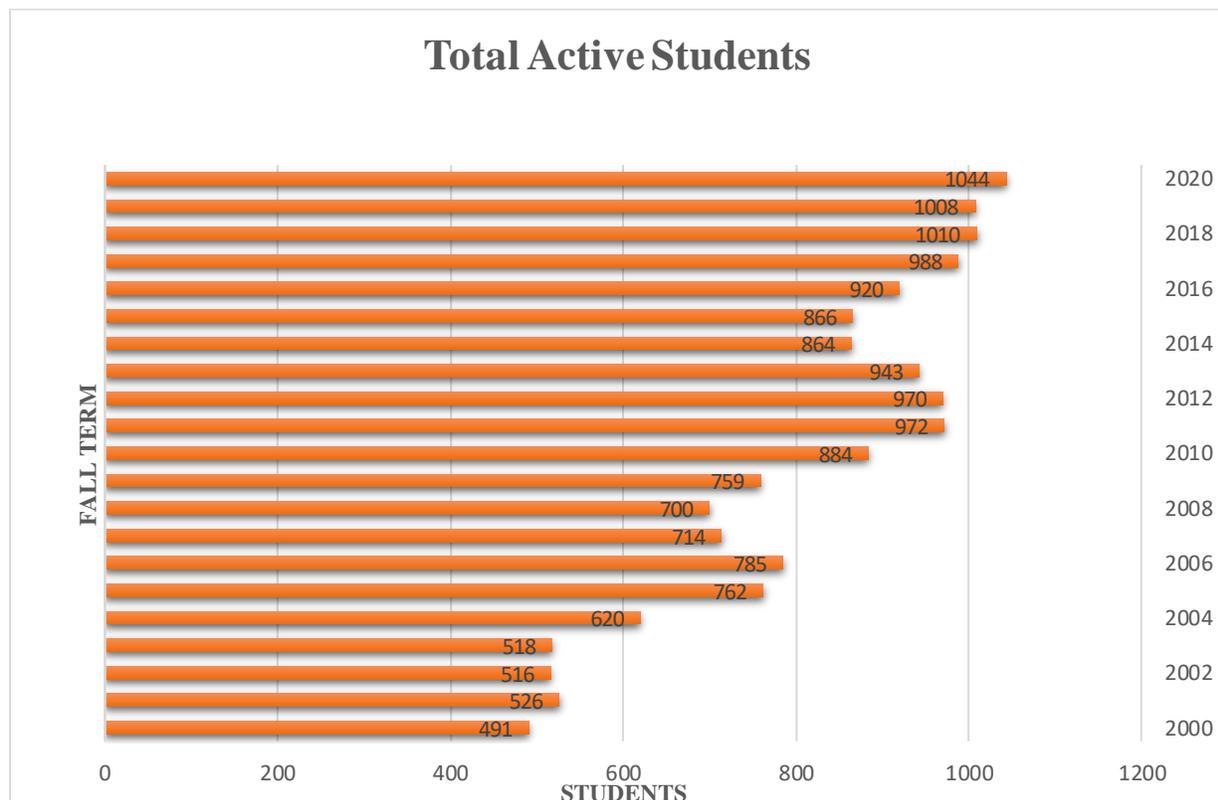
One of the latest community collaborations includes the SSHRC funded research by Dr. Kara Fletcher who is exploring the lived experience of Saskatchewan people dealing with the crystal meth crisis. In collaboration with Chokecherry Studios (a youth and community advocacy organization in Saskatoon) the research seeks to create a podcast where the experiences of individuals affected by the meth crisis will result in advocacy and change in social policy here in

Saskatchewan (<https://www.cbc.ca/news/canada/saskatchewan/podcast-project-hopes-to-share-experiences-of-people-impacted-by-crystal-meth-1.5729703>),

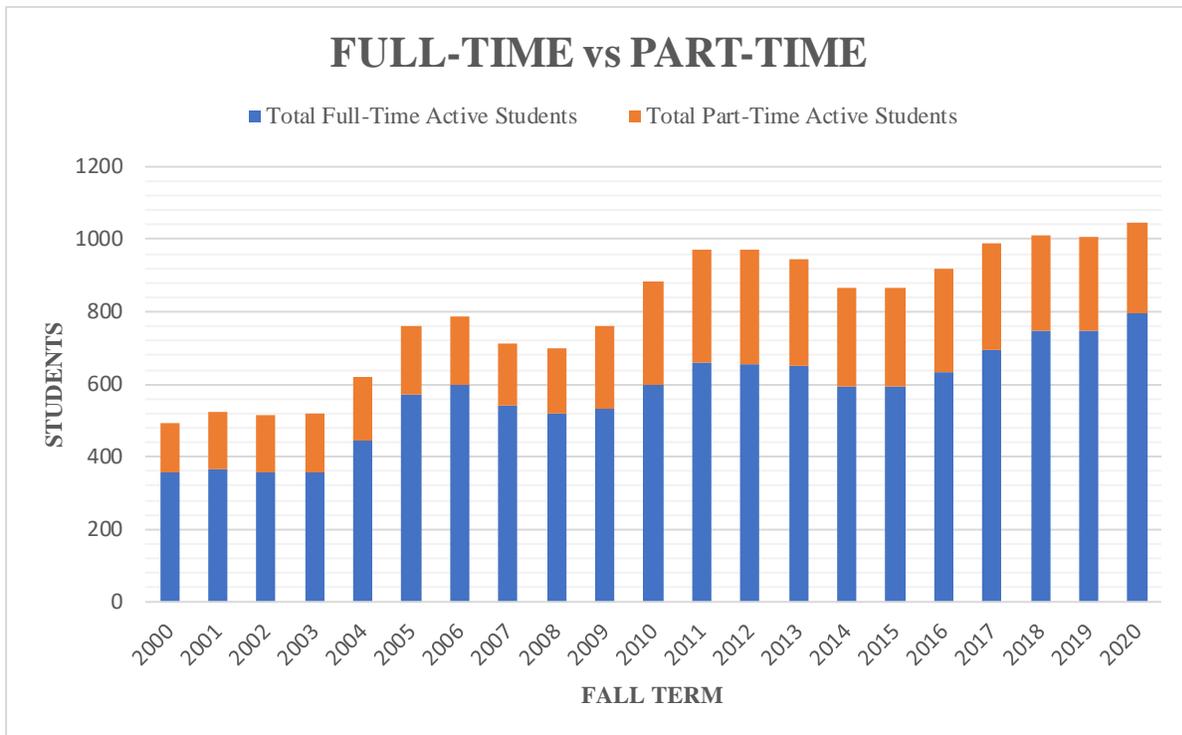
Programs Offered

The purpose of the FSW BSW program is to prepare students for a beginning level of competence in social work practice in Saskatchewan, Canada, and internationally. The BSW provides a balanced program of study that includes two components – general and professional education. Field education is a vitally important component of the BSW program and accounts for 21 of the 120 credit hours needed to graduate with a BSW. It is the opportunity for students to integrate theory and practice through practical experience.

Students wishing to pursue a BSW from the UR are required to first enrol in the 30 credit hour *Pre-Social Work Program*. Having completed 30 credit hours at the time of admission to the BSW program, students then have 90 credit hours remaining in the 120 credit hour BSW program. A student’s path to the social work program begins with regularly scheduled advising sessions held at both campuses. Enrollment in the UR FSW BSW has steadily increased over the years as demonstrated in the following table.



BSW student can also take their program either enrol in full time or part time studies. The ratio of part-time to full-time students has remained relatively consistent over time. Currently, approximately 25% of our students are part-time.



In 2010, the UR FSW began to offer the MSW program to students in both the Regina and Saskatoon campuses. The MSW program is an advanced policy, clinical, and research program that emphasized theoretical depth and integrative analyses as a means of understanding the manner in which social research, direct social work practice, social policy development, and social administration are interrelated. Candidates for the MSW program must hold a BSW degree, a qualifying graduating average of 70%, two years experience in the human service field and, two written references (one professional and one academic). MSW students have the choice of three program streams: Practicum, Research Practicum, and Thesis. From 2010 to 2017, an average of 32 new MSW students were admitted per year.

Budget

The FSW is currently in a strong position with respect to financial and physical resources. With the filling of the 6 academic positions we are confident that we will be sufficiently resourced to deliver the only professional program of its kind in Saskatchewan. We are decentralized with additional campuses in Saskatoon and Prince Albert, and give this context, we strive to maintain efficiencies by sharing duties and responsibilities across campuses, as well as using technology to enhance our modes of delivery and other flexible approaches.

Over the past few years the University of Regina has experienced a number of across-the-board budget cuts to the university in general. In order to maintain the support staff the FSW has

utilized carry forward funds to soft fund these positions. In the 2019-2020 the budget request to base fund these positions was not granted. Luckily, the carryover funds have allowed the FSW to continue these positions.

Currently, the UR is facing a \$13.2 million shortfall that all units will need to help eliminate through contributions from their carryover funds. The FSW hopes to maintain enough funds from our current carryover funds to maintain the soft funded positions. It is anticipated that some of the initiatives identified in the upcoming Faculty strategic planning session will need to be postponed until the fiscal situation stabilizes. See Appendix 1 for the FSW budget over the past 9 years.

SWOT ANALYSIS

<p style="text-align: center;">STRENGTHS</p> <ul style="list-style-type: none"> • Dedicated staff and faculty • Strong degree programs • Strong connections with community • Increased research productivity 	<p style="text-align: center;">WEAKNESS</p> <ul style="list-style-type: none"> • Current faculty vacancies that impact capacity to deliver program
<p style="text-align: center;">OPPORTUNITIES</p> <ul style="list-style-type: none"> • Strong program and research support increases opportunity to attract strong candidates • Developing connection with CTRC which fills a knowledge gap within the Western provinces 	<p style="text-align: center;">THREATS</p> <ul style="list-style-type: none"> • Reduction in carryover to help with UR funding shortfall which will delay the Faculty’s ability to move forward on community / university initiatives

Appendix 1

FSW Base Budget 2011-12 to 2019-20

	2011-12	2016-17	2017-18	2018-19	2019-20	2011-12 to 2019-20 Change
Base Budget Salaries						
Academic Out of Scope *1	\$ 269,644	\$ 325,013	\$ 326,933	\$ 337,008	\$ 350,416	\$ 80,772
Academic *2	\$ 1,638,379	\$ 1,895,526	\$ 1,881,754	\$ 2,138,572	\$ 2,128,481	\$ 490,102
Support Staff (CUPE) *2	\$ 225,755	\$ 287,161	\$ 241,187	\$ 246,066	\$ 296,458	\$ 70,703
Professional Staff (APT) *2	\$ 320,443	\$ 401,192	\$ 400,823	\$ 417,990	\$ 416,425	\$ 95,982
Sub Total (salaries)	\$ 2,454,221	\$ 2,908,892	\$ 2,850,697	\$ 3,139,636	\$ 3,191,780	\$ 737,559
Discretionary Base Budget *3	\$ 125,521	\$ 20,000	-\$ (82,324.00)	\$ 4,779	\$ 4,779	-\$ (120,742.00)
Total (salaries & operations)	\$ 2,579,742	\$ 2,928,892	\$ 2,768,373	\$ 3,144,415	\$ 3,196,559	\$ 616,817
Partnership Revenue *4						
CCE Partnership: Faculty Stipends	\$ 62,270	\$ 100,609	\$ 171,435	\$ 152,640	\$ 170,115	\$ 107,845
CCE Partnership: Tuition Revenue Share	\$ 81,311	\$ 122,191	\$ 131,862	\$ 132,699	\$ 152,549	\$ 71,238
College Partnerships (Out of Province)	\$ 70,000	\$ 70,000	\$ 70,000	\$ 70,000	\$ 57,500	-\$ (12,500.00)
Total Partnership Revenue:	\$ 213,581	\$ 292,800	\$ 373,297	\$ 355,339	\$ 380,164	\$ 166,583
Benefits	N/A	\$ 483,870	\$ 526,705	\$ 513,650	\$ 522,852	\$ 38,982
Total (Salaries, Benefits & Partnership)	\$ 2,793,323	\$ 3,705,562	\$ 3,668,375	\$ 4,013,404	\$ 4,099,575	\$ 1,306,252

Space Allocation Expenditure (Outside of Regina Campus)

Lease Costs by Campus	Saskatoon	Prince Albert			
	\$ -	\$ -	\$ 316,087		
	\$ -	\$ -	\$ 39,790	*Info not available	
Sub Total (leases)	\$ -	\$ -	\$ 355,877	\$ -	\$ -
Total (salaries, operations, leases)	\$ 2,793,323	\$ 3,705,562	\$ 4,024,252	\$ 4,013,404	\$ 4,099,575

Budget Notes

Base budget salaries and benefits reflect year-end actual adjusted base budget.

*1 Salaries for the Dean & one Associate Dean

*2 Increase in Academic & APT salaries reflects an increased number of positions as well as salary increments. We received two tenure-track positions in 2018-19. Support Staff (CUPE) only shows a \$16K increase over the last 7 years (salary increments) due to budget cuts and a reduction of support staff.

*3 Due to central budget cuts in 2015-16 and 2017-18, discretionary base budget allocation was reduced first to mitigate reduction in base position funding.

*4 Partnership with UofR Centre for Continuing Education (CCE): Faculty stipends are used to hire sessionals, additional fall-in revenue is used to pay soft-funded positions within the faculty. Tuition revenue share is used as operating funds for FSW as discretionary base budget allocation is less than \$5K. Operating expenses include such line items as CASWE membership fees, telephones, printing, travel, office supplies. College Contracts (out of province) Aurora partnership ended in 2019-20.