Graduate Studies

1 YEAR FOLLOW-UP REPORT
Submitted: December 7, 2022
Last Updated: March 27, 2023

Graduate Program:	**Social Work (MSW)**
Peer Review Team:	Dr. Mirna E. Carranza, McMaster University Dr. Dexter Voisin, University of Toronto Dr. John Shields, Toronto Metropolitan University
Site Visit:	March 15th and 18th, 2021 (virtual)
PRT Report:	April 26, 2021
Program Response:	May 25, 2021
YSGS Response:	Sept 27, 2021
Approved by Senate:	December 7, 2021
1 Year Follow Up Due:	December 7, 2022

As mandated by Toronto Metropolitan University Senate Policy 126: Periodic Program Review of Graduate and Undergraduate Programs[1], within one year of Senate approval of the PPR, a 1 Year Follow-Up Report is to be submitted to the Faculty Dean or Dean of Record and the Vice-Provost and Dean, YSGS, on the progress of the implementation plan and any further recommendations. This follow-up report will also be reviewed by Programs and Planning Committee, YSGS Council, and finally Senate. The PPR Report to Senate may also include a date(s) for subsequent Follow-up Reports.

What follows are the PRT recommendations, the program responses, YSGS responses, and the implementation plan, including the 1-year follow-up status reports by the program.

[1] https://www.torontomu.ca/content/dam/senate/policies/pol126.pdf

PRT RECOMMENDATIONS, PROGRAM/FACULTY DEAN/YSGS RESPONSES + PROGRAM IMPLEMENTATION PLAN AND 1 YEAR FOLLOW UP

PRT Recommendation	PRT Rationale	MSW Response	FCS Response	Action Plan	Timeframe/Responsibility	YSGS Response	MSW 1 Year Follow Up
Recommendation 1: **Create more flexibility and degree of choice options for the MRP.**	The MRP is a major point contributing to heavy workloads for the students and faculty. Strategic modifications in the approach to addressing the MRP would go a considerable way to addressing this pressing issue.	The MRP needs to be reconsidered and recalibrated.	The Dean's Office Supports the program's response.	Discuss at MSW Committee (consisting of faculty members from the School).	MSW Committee to provide clear recommendations by the end of Winter 2023. All changes will be approved by Graduate Program Council.	YSGS looks forward to supporting the program through any curriculum modifications that may arise from this. YSGS recommends examining how the MRP helps meet the program's learning outcomes and look into ways that this can be done more efficiently and effectively. It should be noted that significant changes the MRP requirement may be considered a major modification (see Senate Policy 127).	The school had to wait on the accreditation site visit to address curricular recommendations from both the PPR and CASWE site visits wholistically and simultaneously. The accreditation visit was delayed due to COVID and the report was only received in May 2022. However, no faculty meetings are held. In the spring/summer term. During this intervening period, the program went through a leadership transition as a new GPD commenced July 1, 2022. The newly formed GPC and ad hoc PPR review committees met in the fall to discuss the PPR and CASWE reports and recommendations. This recommendation responds to the student

							workload and faculty's invisible labour in supporting students through a one-year MSW intensive program which includes both practicum and MRP. Other one-year MSW programs or even 2-year MSW programs do not require both. To address this, students will choose between 1) The MRP with practicum and course work stream or 2) Course work and thesis, no field placement for those with significant prior work experience and 3) course work with a choice of either MRP or a practicum report. The accrediting body CASWE has confirmed that students do not have to do both practicum and MRPs, so students with prior work experience may opt out of practicum but will have to do a thesis and not MRP.

Recommendation 2: **Consider part-time program options.**	There is a clear societal demand for this mode of delivery.	If viable, we would like to offer a part-time program.	The Dean's Office is in support of the program exploring the possibility of a part-time program with the understanding that there are no new spots available.	The MSW Committee will seek information from FCS/YSGS and consider implementation based on this feedback.	MSW Committee to gather information from FCS/YSGS by fall 2022, with possible implementation plan to follow.	YSGS is happy to discuss this further with the MSW Committee to determine the practicality of adding a part-time option. It is important to realize that the addition of a part-time option to a program is considered a major curriculum modification as described in Senate Policy 127. This requires a proposal that examines the implications of this option on, among other things, meeting the program's learning outcomes, the resources used by the program, and the mode of delivery.	A part time option that offers students reduced workload is desirable, equitable and in line with the wholistic admissions model as well as the school's vision and mission. We currently admit students who have taken alternative routes through SSW, full time work to BSW and then the MSW program. A part time option that spreads the one-year MSW program over two years allows students with work or caregiving needs to complete their MSW. This will formalize and make more equitable the 2-year plan we offer to students who need it. The GPD and GPA met with Mary Neelands of YSGS who confirmed that the part time option can be accommodated within the FTE equivalents every two years in response to the recommendations.

							Staff, faculty, and resource needs as well as the modalities for implementation will be further discussed at the school of social work planning days in May. The GPD and GPA will continue to work with the ad hoc committee and the GPC while liaising with YSGS regarding availability of new spots and to address faculty/ staff / resource concerns This is not a major curriculum modification; it is the same MSW program run over 2 years
Recommendation 3: **Review curriculum content and address gaps while considering independent study options that might support custom curricula designs.**	Addressing student needs and opening up wider choice is of primary importance to any program. Program revision with the goal of addressing flexibility and student centred	Remove redundancy, make Anti-Black racism/Anti-Indigenous Racism core content, include critical clinical content.	The Dean's Office supports the program's response.	Discuss at MSW Committee.	MSW Committee to provide clear recommendations by the end of Winter 2023.	YSGS is happy to support the program through any curriculum modifications that may arise from this. Keep in mind that curriculum modifications can be categorized as one of three types of minor modifications or a major modification. Minor modifications can	In response to this recommendation, Faculty proposed two special topics courses to open up choices for students. The two new special topics courses approved by the GPC based on students demands, social needs and evolution in the profession are SK8214

	options is highly desirable.					be created and approved more rapidly than major modifications so consideration should be made to separating some minor modifications from any major modifications, if appropriate.	(Anti-Asian Racism) and SK 8214 Grief, loss and death: Beyond colonial constructs funded by CELT and guided by an advisory circle of graduates of the MSW and educators at TMU and beyond. They will both be piloted as special topics courses this year as precursors to offering more elective or core courses in the program. Customized independent courses which are very popular in the school have also informed the choice of new courses. The minor modifications being considered are a potential merger of SK8101 (Critical Perspectives on Marginalization) and SK8102 (AOP Responses, Policies and Practices) to address redundancy and allow for one new core course.

							Another possible minor modification is for the special topics courses on anti-Black racism and anti- Asian course to become elective courses after the pilot phase. Option 3 is to infuse the anti-racist (Indigenous, Black, Asian) courses into the entire curriculum as part of the school's culture. This however requires articulation of what infusion means, as well as training, and capacity building and supports. Lastly, SK 8213 (Socially Engaged Media), elective that has not been taught in recent years will be taught this fall.

Summary Statement/Conclusion:

This one-year PPR follow up report responds to the implementation plan developed following the review by the Periodic Review Team (PRT). The PRT report of December 2022 recognized many strengths of the MSW program and recommended the following program improvement and enhancements. 1) creating more flexibility in the program for students with different career goals and aspirations 2) explore part-time program options, and 3) review curriculum and consider independent study options.

The MSW committee had to wait on the accreditation site visit to address recommendations from reviews simultaneously as both have curricular implications. The report of the accreditation visit, which was delayed due to COVID was received in May 2022 and there were no faculty meetings in the spring/summer term. In the intervening period, a leadership transition occurred with a new GPD commencing July 1, 2022. GPC and a PPR ad hoc committee began work in the fall 2022 term and have reported to the faculty on discussions about addressing the PPR recommendations on reduced workload, flexible course offerings and the introduction of a part time option within the existing MSW program. Further discussions about faculty, staffing and resources implications will continue at the Faculty May planning days there is a consensus within the school on the following.

Students will be able to choose among the following options based on prior learning and career aspirations: **1**)Course work, practicum, and MRP **2)** Course work and thesis, no practicum or **3**) Course work and practicum with a practicum report.

A part time option that spreads the one-year MSW program over two years will allow students with work or caregiving needs to complete their MSW and will formalize and make more equitable the 2-year plan we offer to students who need it. This is not a major curriculum modification; it is the same MSW program run over 2 years.

Two new courses that offer students more choices were also approved in principle by the GPC and Faculty. These courses SK 8214 anti-Asian racism and SK 8214 Grief, loss, and death: Beyond colonial constructs funded by CELT and guided by an advisory circle of graduates of the MSW and educators at TMU and beyond, will first be piloted as special topics during the 2023- 2024 academic year. The response to these pilot offerings and outcomes of ongoing deliberations on merging the SK8101 and SK8102 core courses will inform other minor modifications to the curriculum including new electives or

core courses resulting from either the infusion of the anti-racist and the indigenous epistemology courses across the curriculum or the merger of SK 8101 and SK 8102 to reduce redundancy and make room for new core courses.

The school of social work and its graduate program is grateful to the FCS and the YSGS for the support to the school during the PPR and counts on continued support during the implementation of the recommendations to enhance and improve the program.