



Faculty of  
**SOCIAL  
WORK**

**Strategic Plan 2015-2020**

Approved at SW Faculty Council November 18, 2015

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## Introduction

The Faculty of Social Work offers accredited undergraduate and graduate programs of study, leading to a Bachelor of Social Work (BSW), and a Master of Social Work (MSW). The Bachelor of Social Work is delivered using a decentralized model, which is facilitated by a distance and distributed learning framework. Classes are offered at the Regina and Saskatoon campuses, and at regional colleges throughout Saskatchewan. In addition, the Faculty of Social Work, in partnership with Yukon College in Whitehorse and Aurora College in Yellowknife, delivers a Bachelor of Social Work (at Yukon College) and a Certificate of Social Work (Aurora College). The Faculty of Social Work also grants the Certificate of Indigenous Social Work (CISW), the Bachelor of Indigenous Social Work (BISW), and the Master of Indigenous Social Work (MISW) which are offered through the School of Indigenous Social Work, First Nations University of Canada. Faculty members regularly receive requests to comment on social issues and policies and will continue to build capacity to respond in a timely manner.

The Faculty of Social Work is now embarking on a 5-year plan which focuses on strengthening its provincial reach, including ensuring that students located outside of the larger Saskatchewan urban centres receive adequate supports and services to facilitate success in their academic journey. The Faculty will explore the development of innovative experiential learning opportunities for all students as well as the development of new courses, programs, and projects to respond to provincial and community needs. Faculty will participate in sessions that facilitate reflection and critical thinking in order to enhance their teaching and research. Finally, the Faculty will focus on creating mechanisms to achieve a healthy, inclusive, and welcoming work environment.



## Values and Principles

The Faculty of Social Work delivers programs which are accredited by the Canadian Association for Social Work Education (CASWE). Social Work values and principles which are informed by the Canadian Association of Social Workers' Code of Ethics, are integrated throughout the CASWE's Commission on Accreditation's *Standards for Accreditation*. The values are:

- 1) Respect for Inherent Dignity and Worth of Persons.
- 2) Pursuit of Social Justice.
- 3) Service to Humanity.
- 4) Integrity of Professional Practice.
- 5) Confidentiality in Professional Practice.
- 6) Competence in Professional Practice.

The *Code of Ethics* includes discussion about the underlying principles guiding these values. The Faculty's statement of Values and Principles are aligned with those of the University of Regina: mutual respect, integrity and honesty; inclusivity and diversity; pursuit of knowledge; community and social responsibility; and accountability and well-being.



## **Mission Statement**

The Faculty of Social Work's Mission Statement reads:

“The social work program of education, research and community service is designed to prepare students for critical generalist social work practice with diverse peoples. Informed by the principles of indigenization, sustainability and social justice, the social work program encourages students to identify the needs of the disadvantaged, marginalized and oppressed. It supports students in developing the commitment, knowledge, values, attitudes, and skills required to confront structural inequalities and to empower individuals, families, and communities to realize their full potential.”

The Faculty's Mission Statement of commitment to social justice issues complements the University's Mission Statement which includes a commitment to high quality, accessible academic endeavours, a commitment to diverse students, learners, and communities; a welcoming and rewarding academic and work environment, innovative learning, community; and critical and independent thought.



## **Indigenization**

The University of Regina is situated on Treaty 4 and Treaty 6 lands. Aboriginal students, employees and community members are welcomed and supported at the University of Regina. Since the inception of the 2009-2014 Strategic Plan, the University has been focused on implementing important initiatives to support the success of Aboriginal students, faculty and staff on our campuses, and Indigenize the University. This focus is embedded and expanded in the 2015-2020 Strategic Plan.

We note that the Aboriginal Advisory Circle to the President has defined indigenization as:

the transformation of the existing academy by including Indigenous knowledges, voices, critiques, scholars, students and materials, as well as the establishment of physical and epistemic spaces that facilitate the ethical stewardship of a plurality of knowledges and practices as to constitute an essential element of the university. It is not limited to Indigenous people, but encompasses all students and faculty, for the benefit and integrity and our social ability. (University of Regina Strategic Plan 2015-20 Together we are Stronger, p. 9)



## **Sustainability**

The University recognizes sustainability as critical to ensure institutional and societal longevity and success into the future. At the University of Regina sustainability is deeply rooted in social justice and is taken to encompass economic, cultural, social, and environmental sustainability.



## **Strategic Priorities and Objectives: Student Success, Service to Community, and Research Impact.**

### **Student Success**

A vibrant, challenging and stimulating learning environment with the services required to allow for student engagement, achievement, personal growth, academic success and career readiness.

**University Objective:** Enhance supports to better facilitate student preparedness for academic success.

#### **a) Faculty of Social Work (FSW) Objectives**

- Enhance supports to better facilitate student preparedness and engagement for academic and professional roles. In particular, enhance supports for students in northern and rural areas.

#### **b) FSW Indicators of Achievement**

- Systematic and equitable provision of support for students based outside of the Regina campus.
- Increased number of complete applications from Pre-Social Work students.
  - Readiness in terms of application material
  - Students/applicants are aware of requirements for completion of applications (transcripts are submitted, students are aware of transfer credit equivalencies from other universities, students are aware of pre Social Work requirements for BSWE applications)
- Increased completion rates of BSW and MSW students, including students from diverse backgrounds (e.g. Northern and rural based students, international, and Indigenous students).
- Increased accessibility (broad definition of accessibility) for all students, especially those in rural, northern, and remote areas: enhanced technology, other resources and services:
  - students using online and other distance and distributed learning models have adequate access to university and non-university supports and services to facilitate engagement.
  - all students have access to varied kinds of supports and services.
- Sustained engagement of students in northern, rural, and remote regions.
- Increased access to wide range of university and non-university resources for students in northern, rural, and remote regions (online, print and face to face university resources; improved access to community resources such as housing, transportation, and childcare).
- Reduction of stigmatization for those students who seek help (as evidenced by more students accessing Student Success services and resources).
- Supportive, healthy workplace environment to support student engagement.

**c) FSW Supporting Action**

- Provide orientation, training, and mentorship to all faculty advisors so they have the knowledge and skills to assist Pre-Social Work, BSW and MSW students.
  - Advisors provide information to students about University and Faculty policies and procedures with respect to application process, registration, scholarships, student accommodations, academic integrity, deferrals and incompletes.
  - Advisors provide information to students about UR Self Service and UR Courses.
  - Advisors deliver online Zoom sessions on numerous occasions prior to BSW application deadline.
  - Advisors provide information to students about transfer credits and letters of permission.
- Ensure that all students (across all campuses) have access to support services: develop policies and processes for referring students to appropriate services (support groups, counseling services, etc); ensure advisors have the appropriate knowledge of resources.
- Ensure that students outside of the Regina campus have access to the student advising, services, and supports that are available to students at the Regina campus:
  - Ensure face to face services; as well as online and print resources.
  - Ensure adequate library access, including tutorials and seminars that would normally be available to students in urban centres.
  - Ensure adequate counseling services: ensure students have information about services and programs in their communities (materials/pamphlets/etc).
  - Ensure adequate student advising services: provide a range of advising services to students in rural, remote, and northern regions.
  - Ensure adequate writing support: work with Student Success Office and regional colleges to provide services.
- Explore use of mentors for students:
  - Support Student Societies and SASW to continue to develop mentorship programs.
  - Support SASW branches in rural and northern regions in developing mentorship opportunities for students in these regions.
- Share information with the Associate Vice President (Student Affairs) about Student Support needs for students outside of the Regina campus.
- Maintain communication with the Associate Vice President (Student Affairs) to ensure that agreements to facilitate Saskatoon campus student access to the University of Saskatchewan student services are current (e.g. counselling services outside the Regina campus).
- Include Accessibility/Acceptability as SWAS agenda item; consider including as topic for a special Faculty meeting.
- Revise graduate admissions requirement to “2 years Social Services/Human Services work experience” instead of “2 years Social Work experience.”
- Continue to review admissions and curriculum requirements for the MSW program
  - Explore use of cohort model.
  - Explore more consistent use of block teaching.
  - Eliminate the requirement to have students make choice of policy or practice courses.
- Systematically make materials available online to students (avoid printing)

- Systematically create more fillable online forms.
- Systematically develop face to face and online resources for students in rural and northern communities
- Encourage faculty to consider research related to availability of community resources and services in all communities to enhance student engagement at the university.

**d) Who/When**

- Student mentorship: Dean/Associate Dean, Faculty liaisons to the student societies meet with student societies as well as with SASW branch representatives (if appropriate), and follow-up during the academic year at regular Student Society meeting and/or special meeting with SASW and student society representatives.
- Changes to MSW admissions policies and processes: SW Graduate Coordinator along with SW Graduate Studies Committee; all faculty; Dean/Associate Dean.
- Accessibility as agenda item: the Dean to include as agenda item at special meeting or SWAS.
- Advising: shared leadership, varied opportunities from within and externally; ongoing:
  - Associate Vice President's Office (Student Affairs), Dean/Associate Dean, Faculty Administrators.
  - Faculty Advisors to be leads; all faculty to support.
  - Aim for annual reports (at a minimum).
- Research on online course experience and Faculty needs: Bonnie Jeffery and faculty team members.
- Sustainability issues re: printing and technology: Faculty Administrator, lead; all faculty and staff; Dean/Associate Dean.

**e) Indigenization**

- Host meeting to explore Faculty response (e.g. changes in curriculum, policies, etc) to Truth and Reconciliation Commission report.
- Continue to work with colleagues from First Nations University of Canada and Indigenization Lead:
  - Include colleagues from First Nations University of Canada on UGS and Social Work Graduate Committee.
  - Explore FSW participating on committees of the SISW program.
  - Collaborate with the Indigenization Lead and Aboriginal Student Centre to ensure adequate and culturally supportive services for Aboriginal students in the North.

**f) Sustainability**

- Systematically make materials available online to students (avoid printing).
- Systematically create more fillable online forms.
- Systematically develop face to face and online resources for students in rural and northern communities.
- Faculty Administrator continues to monitor workload distribution to facilitate worker health and well-being.
- Faculty Administrator to be lead on activities to move to more online and fillable resources.
- Continue to focus on integrating discussions and actions regarding social and environmental sustainability: host special meeting to have discussions.

**University Objective:** Expand and enhance experiential and service learning opportunities in academic programming.

**a) Faculty of Social Work (FSW) Objectives**

- Expand and enhance experiential and service learning opportunities in academic programming: enhance the quality of the Field Education Practicum experience for faculty, staff, and students.

**b) FSW Indicators of Achievement**

- Improved and simplified processes and tools related to organizing field practicum placements:
  - Improved evaluation forms, tools and processes.
  - Practicum manuals approved; processes in place to revise.
  - Greater clarity regarding how agreements are managed/executed; policies and processes developed to facilitate this.
- Accessible placement opportunities created.
- Indigenized practicum placements.
- Regular participation of practicum students on Faculty research project teams.
- Faculty members hire graduate and undergraduate students as research assistants.
- Stronger relationship with Social Work Student Societies.
- Students successfully recruited for participation on UGS, Faculty Council, MSW.
- The Dean and/or Associate Dean meet at least once per semester with Student Societies or their representatives.
- Collaboration and meetings with other deans and directors to explore interdisciplinary, collaborative experiential learning opportunities:
  - Agreements and at least one project with at least one Faculty or department at the University of Regina (e.g. the Faculties of Nursing, Education, Media, Arts, and Performance, the Institut Francais, Johnson Shoyama School of Public Policy, and Justice Studies).
- Enhanced relationship with the Health Regions, work with existing interprofessional collaboration teams in Regina and Saskatoon; other agencies:
  - Agreements signed with new partners, especially those reflecting interdisciplinary partnerships and collaboration.
  - Agreements signed with health regions and other agencies to facilitate practicum placements.

**c) FSW Supporting Action**

- Ensure that there is a Faculty liaison to the Regina and Saskatoon student societies; strengthen the role of the Faculty liaison.
- Increase/support opportunities for research practicum opportunities for graduate and undergraduate students to work with faculty members who are involved in research projects.
- Increase/support opportunities for graduate and undergraduate students to work as research assistants with faculty members who are involved in research projects.
- Increase/support interdisciplinary research and project collaboration/opportunities for faculty and students.



- Develop new and creative opportunities for experiential and service learning opportunities, especially outside the urban centres.
- Continue to develop the Veterinary Social Work project - develop agreement with the Western College of Veterinary Medicine; engage graduate and undergraduate Social Work students in practicum placement opportunities with the project; explore development of courses to be taught across disciplines; explore the development of joint research and teaching opportunities.
- Continue to develop the Regina Community and Family Centre: engage graduate and undergraduate Social Work students in practicum placement opportunities with the project; engage student from the Graduate School of Business to do business plan/feasibility study.
- Continue to develop new placement opportunities to provide relief to those agencies that have been consistently accepting students.
- Continue to develop international placement opportunities.
- Continue to develop/expand placement opportunities outside of the urban centres.
- Provide regular and annual reports of placement opportunities and developments (including reports about placement outcomes).
- Explore the use of simulation labs in seminars and courses.
- Explore how practicum placements can be indigenized: explore inclusion of cultural camp; work with Shauneen Pete, Executive Lead- Indigenization; work with colleagues from First Nations University of Canada, and colleagues from within the University of Regina.
- Continue to explore different options including whether intensive student matching system is maintained or students are placed by coordinator.

**d) Who/When**

- Experiential learning opportunities
  - Practicum Placements in general: Dean/Associate Dean, SW Graduate. Program Coordinator, BSW Practicum Coordinators, and BSW Placement Coordinators.
  - Regina Community and Family Centre: Associate Dean/Dean, Practicum and Placement Coordinators, faculty.
  - Veterinary Social Work at the Western College of Veterinary Medicine: Dean/Associate Dean, faculty, Practicum, and Placement Coordinators.
  - Research opportunities: Dean/Associate Dean, and all faculty.
  - Regular reports to be presented at special meetings and/or regular meetings of SWAS.
  - Reports at Faculty Council, and other Faculty meetings.
  - Participation of faculty and staff at cultural camps (conversations in progress with colleagues from First Nations University of Canada).
- Student Societies: Faculty liaison assigned to work with student societies and report back to Faculty when appropriate:
  - Immediately, with annual updates of who is faculty liaison.
- Dean's Office and Nominating Committee receive names of students who will sit on committees and who will provide feedback from students reviewing experiential learning processes:
  - annual review by Dean's Office and Nominating Committee to ensure there is student representation.

**e) Indigenization**

- Continue to develop placements that facilitate student engagement with Indigenous agencies in order to strengthen their understanding of Indigenous ways of being and their practice with Indigenous peoples.
- Continue to integrate discussions and activities relevant to theme of Indigenization in practicum seminars.
- Continue to work with colleagues from First Nations University of Canada:
  - Include colleagues from First Nations University of Canada on UGS and Social Work Graduate Committee.
  - Explore FSW participating on committees of the SISW program.
  - Collaborate with the Indigenization Lead and Aboriginal Student Centre to ensure adequate and culturally supportive services for Aboriginal students in the North.
  - Continue to explore experiential learning activities in collaboration with colleagues from First Nations University of Canada.

**f) Sustainability**

- Systematically make materials available online to students (avoid printing).
- Systematically create more fillable online forms.
- Systematic develop face to face and online resources for students in rural and northern communities.
- Faculty Administrator continues to monitor workload distribution to facilitate worker health and well-being.
- Continue to focus on integrating discussions and actions regarding social and environmental sustainability.

**a) Faculty of Social Work (FSW) Objectives**

- Create the kind of learning environment in which faculty and students integrate theory and practice, and are guided by the Faculty's Mission Statement which states a commitment to principles of social justice, and to social work practice with marginalized populations, including individuals, families, and communities.

**b) FSW Indicators of Achievement**

- Regularly scheduled reflective practice/learning opportunities for faculty and staff.
- Development of an environment that values creativity and new ideas and provides mechanisms to explore/implement these further.
- Faculty and staff with strong social work knowledge and skills in diverse areas of research and practice; and faculty able to intervene in areas such as poverty, income insecurity, social welfare, disability, indigenous issues, animal-human interactions, etc.
- Regularly scheduled opportunities for meetings with sessional instructors.
- Accreditation standards maintained at high quality.

**c) FSW Supporting Action**

- Monthly meetings scheduled to provide opportunities for reflective practice (teaching, learning, scholarship); provide opportunities for shared leadership to advance this;
  - Include environmental and social justice as topic for discussion/reflection.
  - Include sustainability as topic for discussion/reflection.
  - Include Indigenization as topic for discussion/reflection; include focus on response to Truth and Reconciliation Commission's Report.
- Other topics identified by faculty and staff.
- Regular sessional instructor meetings.
- Annual review of processes and policies to address workload issues for faculty, staff, sessionals - annual reports from units identifying strengths, pressure points and recommendations for change; implementation plan following all reports.
- Regular review of Criteria document.
- Create/enhance social media opportunities as way to enhance communication within the Faculty.
- Support faculty and staff professional development activities.
- Focus on accreditation standards, including preparing for accreditation:
  - Develop and approve social media policy.
  - Develop and approve Faculty of Social policy for Domain 4- Program Evaluation/Assessment.

**d) Who/When**

- Reflective practice sessions (teaching, learning, scholarship): shared faculty leadership, providing opportunities for all faculty and staff to lead discussion items; Dean's Assistant to book meeting times:
  - All faculty and staff to propose potential topics; guest speakers.
  - Schedule of meetings to be set up based on faculty and guest speaker availability. At least one per semester.
- Criteria document: Dean/Associate Dean leads; all faculty:

- Annual review as required.
- Social media and communications:
  - IT staff and Regina Academic Advisor to update website.
  - Dean's Assistant to take lead in creating Faculty newsletter; all faculty and staff to contribute.
  - Social media policy to be approved: Dean's office in collaboration with faculty.
  - Ongoing; faculty and staff to be updated re progress at regular meetings; Faculty newsletter to be created at least twice per year.
- Appreciation events: Faculty and Campus Administrators:
  - Faculty and staff to be updated on progress at regular meetings
- Social committee: faculty and staff:
  - Faculty and staff to be updated on progress at regular meetings.

**e) Indigenization**

- Continue to integrate theme into all aspects of work.
- Continue to work with colleagues from First Nations University of Canada:
  - Include colleagues from First Nations University of Canada on UGS and Social Work Graduate Committee.
  - Explore FSW participating on committees of the SISW program.

**f) Sustainability**

- Systematically make materials available online to students (avoid printing).
- Systematically create more fillable online forms; develop systematic face to face and online resources for students in rural and northern communities.
- Faculty Administrator continues to monitor workload distribution to facilitate worker health and well-being.
- Continue to focus on integrating discussions and actions regarding social and environmental sustainability.

## Commitment to Our Communities

A community of dedicated and passionate students, alumni, staff, and faculty who embrace our responsibilities to serve and engage our diverse peoples and communities in the pursuit of well-being and pride of place.

**University Objective:** Focus on our people by continuing to build a friendly, respectful, diverse, safe, and welcoming university for all.

### a) Faculty of Social Work (FSW) Objectives

- Aim to create equitable, diverse, respectful, inclusive, and welcoming workplace and community environments.

### b) FSW Indicators of Achievement

- A work environment in which faculty and staff feel safe to present new ideas and also safe to fail.
- A workplace environment that encourages debate and discussion in a spirit of collegiality and respect.
- Increased diversity among faculty and staff.
- Welcoming faculty and staff.
- Systematic processes and culture that value and recognize contributions and achievements.
- An environment that facilitates faculty and staff engagement by supporting flexible workplace arrangements, within the limits of the relevant collective agreements and the needs of the work units:
  - Recognition that faculty may perform duties at home, on university campus, and within their communities.
  - Work spaces that facilitate networking, relationship building, collegiality.
- Improved physical spaces and layout that facilitate building collegiality and community- development of Regina community and family centre.
- Enhanced or healthy relationships within the Faculty.
- Appreciation events facilitated to acknowledge contributions of sessional instructors and community partners.
- Mechanisms and policies to address mental health needs of faculty, staff, and sessionals.
- Improved/enhanced communication within the Faculty.
- Forums (newsletter, business meetings, reflective practice, and social activities) to provide opportunity for faculty and staff to communicate and share ideas in respectful and constructive ways.
- Ongoing requests from media, government, and other agencies to respond to emerging and current social issues and policies.
- Culture of transparency.

### c) FSW Supporting Action

- To facilitate workplace wellness initiatives, programs, and activities by providing information about resources, and facilitating opportunities for faculty and staff to attend relevant workshops and conferences:

- Encourage and support family friendly workplace, without compromising services to students and public: e.g. encouraging faculty and staff to take vacation.
- Encourage and support participation in wellness initiatives e.g. encouraging and supporting participation at fitness centre, walking, etc.
- Enhancing relationships: create opportunities for better communication among student services staff, among faculty, and within the Faculty:
  - To host sessional, faculty and staff meetings designed to address communication issues and as well as to address faculty and staff concerns and issues.
  - To have regular meetings of all units (academic and non academic faculty and staff) in order to strengthen communication within and across units.
  - To continue to host Faculty and staff retreats in order to address unresolved issues
  - To host student services retreat in order to address unresolved issues.
  - To host regular meetings of all units to enhance communication and address unresolved issues.
- To create Faculty newsletter as way of enhancing communication. Organize reflective practice sessions: include topic re work/family/life balance:
  - Include discussions regarding employee mental health and wellness.
- Enhance physical space and resources:
  - Secure larger fridge in Regina.
  - Review physical spaces such as MSW lounge to ensure current layout is achieving goals of community building.
  - Explore moving walls to create more welcoming space to facilitate community building.
- Develop social committee that plans social activities.
- Regularly scheduled meetings with Dean and/or Associate Dean to discuss workload and balance issues.
- Develop mechanisms and systems to collegially maintain communication: e.g. share information about upcoming conferences; of times when working at home or away from the main campus or office. Regularly scheduled meetings with Dean and/or Associate Dean with pre-tenured faculty:
  - Set up mentorship or buddy system for new and untenured faculty.
- Regularly scheduled appreciation events for sessional instructors and community partners.
- To create Faculty newsletter to keep faculty and staff informed about one another's work and accomplishments.
- To hold at least two annual face to face meeting of all faculty and staff (beyond the use of technology).
- Develop system to identify topic areas in which faculty are able to respond when requests come from media, community and government agencies; liaise with External Relations.

**d) Who/When**

- Wellness initiatives, workplace physical space: Dean/Associate Dean. Faculty and Campus Administrators.
- Vacation requests: self directed with approval of Dean.
- Discussion item for special meeting- Wellness and mental health and Wellbeing: Dean/Associate Dean/Other.

- New faculty/ untenured faculty support: Dean/Associate Dean/Identified colleagues or mentors.
- Appreciation events: Faculty and Campus Administrators.
- Faculty newsletter: Dean's Assistant to be lead.
- Physical space issues and appreciation events: Faculty Administrator and Saskatoon Campus Administrator.
- Faculty retreat: Dean's Office, Faculty Administrator.

**e) Indigenization**

- Continue to explore ways of integrating Indigenization into all aspects of Faculty work and environment.
- Continue to work with colleagues from First Nations University of Canada:
  - Include colleagues from First Nations University of Canada on UGS and Social Work Graduate Committee.
  - Explore FSW participating on committees of the SISW program.

**f) Sustainability**

- Systematically make materials available online to students (avoid printing).
- Systematically create more fillable online forms.
- Systematically develop face to face and online resources for students in rural and northern communities.
- Faculty Administrator continues to monitor workload distribution to facilitate worker health and well-being.

**University Objective:** Focus on institutional sustainability and transparency to ensure that we are a preferred institution at which to learn, conduct research, teach and work.

**a. Faculty of Social Work (FSW) Objectives**

- Continue to create a Faculty that is forward thinking and innovative, and that develops and provides programs of social work study, responding to the needs of diverse learners, including those not traditionally reached.

**b. FSW Indicators of Achievement**

- Transfer credit and articulation agreements in place.
- Agreements with northern communities in place:
  - Signed agreements with Aurora College and Yukon College.
  - New signed agreements.
- Developmental work regarding certificate courses for post BSW students:
  - Explore focus on various kinds of social work clinical practice approaches.
  - Explore focus on expressive arts courses, in partnership with Faculty of Fine Arts.
  - Explore focus on child welfare, addictions.
- Developmental work regarding interdisciplinary projects:
  - Developmental work regarding community and family centre, integrating expressive arts approaches: enhanced relationships with community partners such as Family Service Regina, Regina Open Door Society, and Regina Immigrant Women's Centre.
  - Ongoing development of Veterinary Social Work project, one of first in Canada: strong relationships with the Western College of Veterinary Medicine.
- Committed, energized faculty and staff who are engaged with community, are building strong partnerships, and who are building a strong, credible reputation at the local, national, and international levels. Continue to develop international relationships with colleagues in:
  - the Caribbean region
  - Chile.
  - Mexico.
  - Rwanda.
- Renewed vision for social work research centre
  - Reviving the Social Policy Research Centre.

**c. FSW Supporting Action**

- Transfer credit and articulation agreements formalized:
  - With Medicine Hat College and with other Colleges.
- To explore ways of strengthen the relationships with colleagues at Yukon and Aurora Colleges, including exploring:
  - Faculty teaching block classes at these locations.
  - Continuing to support Yukon and Aurora College colleagues by encouraging annual visits to the University of Regina.
- To continue to work with the Centre for Continuing Education in the development of post degree certificates.



- To continue to work with the Faculties of Fine Arts, Nursing, Education, and with the Johnson Shoyama Graduate School and others in the development of the Community and Family Centre programming.
- To provide support to faculty and staff to build partnerships and relationships:
  - Locally, nationally, and internationally: sign agreements; provide financial and in-kind support where possible.
- To provide support to hosting of national social policy conferences:
  - Hire graduate students to assist with events planning.
  - Provide in-kind support.

**d. Who/When**

- Articulation and transfer credit agreements: Dean's Office, faculty members, faculty advisors.
- Post degree certificates: Centre for Continuing Education, Dean, Associate Dean, Faculty Administrator; faculty.
- Project development: Dean/Associate Dean/Faculty Administrator/faculty/Community partners.
- Community partnerships and collaborative work: Dean's Office, faculty, staff.

**e. Indigenization**

- Continue to explore integration of Indigenization into all aspects of faculty work and environment.
- Continue to work with colleagues from First Nations University of Canada:
  - Include colleagues from First Nations University of Canada on Undergraduate Studies Committee, and Social Work Graduate Committee.
  - Explore FSW participating on committees of the SISW program.

**f. Sustainability**

- Systematically make materials available online to students (avoid printing).
- Systematically create more fillable online forms.
- Systematically develop face to face and online resources for students in rural and northern communities.

**University Objective:** Focus on connecting and engaging with the communities we touch.

**a. Faculty of Social Work (FSW) Objectives**

- Continue to engage with community partners to carry out the Mission Statement of the Faculty of Social Work, its commitment to social justice principles, and to serving marginalized, disadvantaged, and oppressed populations. Continue to focus on working with individuals, families, and communities.

**b. FSW Indicators of Achievement**

- Ongoing work with communities partners through:
  - Relationships with First Nations University of Canada.
  - Relationships with sessional instructors.
  - Relationships with community advisory board members.
  - Practicum placements.
  - Community research initiatives.
  - Community project initiatives.

**c. FSW Supporting Action**

- Community Advisory Board members (CAB) working with faculty to strengthen the focus of the CAB meetings:
  - CAB members engaged in developing the Domain 4 CASWE Standard, *Program evaluation/Assessment*.
  - CAB members more concretely engaged in this relationship.
- Faculty members continue to build/enhance relationships with new and existing community partners through research and project activities.
- Faculty continue to build a more public profile:
  - Through press statements and other public media.
  - Through newsletter.
  - Through use of social media.

**d. Who/When**

- Dean's Office, Faculty, Staff.

**e. Indigenization**

- Continue to work with Indigenization Lead.
- Continue to work with colleagues from First Nations University of Canada.

**f. Sustainability**

- Continue to focus on reviewing the Mission Statement to include focus on social and environmental justice.

## Research Impact

**NOTE:** For more information please refer to the most recent version of the Faculty of Social Work Strategic Research Plan at: <http://www.uregina.ca/socialwork/research/index.html>

**University Objective:** Strengthen support required for students and researchers to deliver high impact outcomes.

### a. Faculty of Social Work (FSW) Objectives

- Expand the capacity of researchers and students (graduate and undergraduate) in research activities.

### b. FSW Indicators of Achievement

- Engagement of graduate and undergraduate students in research activities:
  - Students submitting articles for publication.
  - Students involved in all aspects of research activities.
- Engagement of researchers in diverse research activities:
  - Researchers submitting articles and chapters for publication.
  - Faculty engaged in research team activities with one another.
  - Faculty involved in various research team activities.

### c. FSW Supporting Action

- Involve graduate and undergraduate students in community centre research activities.
- Provide small pots of funds to facilitate involvement of graduate students in community research project activities that are directly relevant to the needs of communities.
- Increase research opportunities for graduate students
- Resume faculty and student research presentation series which would be organized by the faculty's research centre.
- Resume hosting FSW Student Research Day:
  - a. Promote full-time registration of graduate students.
  - b. Provide graduate student scholarships to support students' ability to take time off from work.
  - c. Promote attendance at orientation and information seminars.
  - d. Communicate to potential and current students about the demands of graduate work.

### d. Who/When

- Dean's Office, Faculty, Staff, FSW Research Centre.

### e. Indigenization

- Continue to explore integration of Indigenization into all aspects of researcher.

### f. Sustainability

- Explore integrating theme of sustainability into all aspects of research.

**University Objective:** Advance the profile and awareness of research successes locally, provincially, nationally and internationally.

**a. Faculty of Social Work (FSW) Objectives**

- Continue to build relationships with local, community, and provincial partners while expanding research work to focus on global and international issues.

**b. FSW Indicators of Achievement**

- Increase in activities that build profile of faculty research activities
- Increased research partnerships with local, community, provincial, and international partners,
- Stronger collaboration with External Relations and communications unit to ensure adequate promotion of faculty research activities.
- Use of FSW research centre as mechanism for knowledge translation and mobilization, and for general research activities.

**c. FSW Supporting Action**

- Continue to focus on building relationships with already identified international partners and communities; continue to explore new relationships.
- Revive the Faculty of Social Work's Research Centre:
  - Appoint Research Centre Director, review goals and objectives of centre, staffing needs, and seek new funding sources.
  - Continue to build the research centre as a mechanism for research dissemination and for advancing conversations relating to research activities.
  - Community Advisory Board members (CAB) working with faculty to strengthen the focus of the CAB meetings, including potential for expanding areas of research.
  - Host biennial social policy conference (next conference theme: *Retrenching justice alternatives to social erosion*).

**d. Who/When**

- Dean's Office, Faculty, Staff.

**e. Indigenization**

- Continue to focus on integrating theme of Indigenization.
- Continue to work with Indigenization Lead.
- Continue to work with colleagues from First Nations University of Canada.

**f. Sustainability**

- Continue to focus on reviewing the Mission Statement to include focus on social and environmental justice.

**University Objective:** Increase research partnerships and projects with First Nations and Metis people, communities and organizations, including the First Nations University of Canada.

**a. Faculty of Social Work (FSW) Objectives**

- Increase number of of research-related partnerships involving faculty and students (graduate and undergraduate) engaged in research activities with First Nations and Metis peoples, communities, and organizations, including the First Nations University of Canada.

**b. FSW Indicators of Achievement**

- Increased research impacts in our communities and in policy arena.
  - Increase in number of research related partnerships with First Nations and Metis people, communities and organizations, including the First Nations University of Canada that involves research that is relevant to, and responds to the needs of the respective communities.
  - Increase in number of research related partnerships with First Nations and Metis people, communities and organizations, including the First Nations University of Canada that involves research that is relevant to policy makers and users.
  - Increase in number of research related partnerships with First Nations and Metis people, communities and organizations, including the First Nations University of Canada that will involve policy reviews, and evaluation studies.

**c. FSW Supporting Action**

- Continue to develop and build research-related partnerships with First Nations and Metis peoples, communities, and organizations, including the First Nations University of Canada.
- Continue to engage in research with community partners to carry out the Mission Statement of the Faculty of Social Work, its commitment to social justice principles.
- Continue to engage in research aimed at responding to Truth and Reconciliation Commission report's recommendations.
- Continue to engage in research that focuses on addressing needs of individuals, families, and communities.

**d. Who/When**

- Dean's Office, Faculty, Staff.

**e. Indigenization**

- Continue to work on integrating theme of Indigenization into all aspects of work and environment.

**f. Sustainability**

- Continue to focus on reviewing the Mission Statement to include focus on social and environmental justice.