



University of Regina
Faculty of Social Work

2021 – 2025 Strategic Plan

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.

VISION

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.

VALUES

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

THEMES

1. **Discovery:** Strengthen our connections among students, faculty, staff, and society in pursuit of excellence in research, teaching, student success, and internationalization
2. **Truth & Reconciliation:** Strengthen connections with our past, present, and future
3. **Well-being and belonging:** Strengthen connections with ourselves and others
4. **Environment & Climate Action:** Strengthen connections with our environment
5. **Impact and Identity:** Strengthen connections with communities.

GOALS

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 and 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.



STRATEGIES FOR 2021-2025

GOAL 1:

Discovery – All students will participate in experiential learning opportunities.

Objective 1: Excellence in Teaching

1. Discuss how to proceed post-covid-19 with course delivery models.
2. Begin discussions on providing support to faculty and sessional instructors related to their teaching and professional development.
3. Review PLAR.
4. Review / revise Professional Stability Policy.
5. Enhance supportive IT technologies for teaching and learning.
6. Evaluate academic advising program.
7. Enhance SW 099 and determine if PreSW students required to complete.
8. Develop and deliver a FSW alumni annual survey.
9. Have course leads for courses with multiple sections.
10. Update IT infrastructure that supports innovative flexible learning.

Objective 2: Excellence in Research

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

Objective 3: Meaningful connections among faculty, sessional instructors and students.

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

Objective 4: Student Success

1. Begin providing 1-2 courses in remote or blended delivery format per academic year.
2. Continue exploring the ways students can be supported by scholarships.
3. Attract more students nationally and internationally.

GOAL 2:

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

Objective 1: Improve supports for Indigenous students, faculty, and staff.

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

Objective 2: Provide educational opportunities and experiences across SK.

1. Enhance collaboration with other universities with Indigenous social work programs.



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2. Provide more opportunity for delivery modalities (e.g., “hyflex” courses) to allow students to remain in their communities.
3. Develop and deliver social work certificate/diploma within community to meet community needs.

Objective 3: Incorporate Indigenous ways of knowing into teaching and research

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

GOAL 3:

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

Objective 1: Equity Diversity and Inclusion

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

Objective 2: Healthy Living

1. Encourage collaboration between Regina & Saskatoon student societies – integrated events and reach to greater Saskatchewan to reduce gap in cohort-identity.
2. Draft plan for Students and Faculty and Staff (e.g., mentoring and team building for both staff and faculty; flexible work options; wellness supports).
3. Build on existing community events & partnerships to reconnect to land.
4. Build capacity, resources, and interest of students to take healthy living initiative.
5. Begin and evaluate healthy living workshop series.
6. Collaborate with Office of Indigenization on reconnecting land with indigenous elders and groups.
7. Increase student direction of healthy living events.
8. Explore collaboration with RPIRG community garden.
9. Open healthy living workshop series to alumni.

Objective 3: Mental Health Literacy and Research

1. Enhance existing module on mental health (Social Work 099) for new BSW admits (include U of R



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mental wellness hub).

2. Consult with students to leverage mental health resources, determine gaps and engage faculty.
3. Support student-led initiatives on mental health literacy and research.

GOAL 4:

Environment & Climate Action – Enhance intersection of social and environmental justice.

Objective 1: Educate, advocate and conduct research on social and environmental justice.

1. Examine existing course outlines regarding social and environmental justice.
2. Bring discussion to UGS and Social Work Association of Saskatchewan (SWAS)/Faculty for discussion.
3. Pilot content in two identified required courses over two semesters.
4. Determine the type of feedback and process used for feedback from students and instructors.

Objective 2: U of R as a living lab

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

GOAL 5: Impact and Identity - Measure and improve recognized comprehensive impact of FSW activities.

Objective 1: Broaden partnerships

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

Objective 2: Institutional Identity

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

Objective 3: Social Impact

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