

## **SOCIAL WORK’S SUMMARY ACTION PLAN TO THE ACADEMIC UNIT PLANNING**

Following the Panel members’ recommendations, the School of Social Work has drawn this action plan that can continue to improve our work environment, support the pedagogical needs of our students, and provide the School with appropriate strategies so that we continue our contributions to social work knowledge and practice in Newfoundland and Labrador and beyond.

This action plan is the result of the combined written contributions of School of Social Work members (professional staff, administrative staff, academic staff members, and administrators). The designations “we”, “the School” and “SSW” are used interchangeably to represent the integrated contributions of School members.

<b>Recommendation 1: <i>Improve the efficiency of the School and increase enrolment.</i></b>	
<b>Response:</b>	<p>We are mindful of the dire economic circumstances of the province and the University, and we are committed to seeking cost reductions in ways that neither compromise the quality of education that we have strived to achieve, or the quality of health and social services that Newfoundlanders and Labradorians deserve.</p> <p>We are open to exploring opportunities to increase enrolment, and indeed have increased enrolment over a decade. We are also aware of the work of Workforce Analysis Committee to ensure that an increase in enrollment in the BSW and MSW programs is matched with the labour needs of the Province. We will be guided by the recommendations of the Workforce Analysis Committee of the Newfoundland.</p>
<b>Action Plan:</b>	<ol style="list-style-type: none"> <li>1. We will increase some BSW and MSW class sizes, thus reducing the number of course sections.</li> <li>2. We will assign one course section per academic year to each Associate Dean.</li> <li>3. We will increase enrollment but only as an outcome of the provincial Social Work Workforce Model that is currently in process.</li> </ol>
<b>Recommendation 2: <i>Faculty members should become aware of the role they need to play in the creation of a respectful work place environment.</i></b>	
<b>Response:</b>	School members look forward to working collaboratively with the dean to continue to strengthen the already improved atmosphere and interpersonal relationships.
<b>Action Plan:</b>	<ol style="list-style-type: none"> <li>1. The leadership team of the dean and two associate deans will lead by example as well as encourage improved interpersonal relationships at the School.</li> <li>2. The dean will continue to provide time for the monthly one hour meetings with Academic Staff Members (ASM) (includes faculty and field education coordinators) to discuss school/university updates and/or topics of interest that, as much as possible, are mutually determined.</li> <li>3. The Associate Dean (Graduate Programs and Research), with the support of the Grant Facilitator, will continue to encourage an inclusive research culture in the School.</li> </ol>
<b>Recommendation 3: <i>Define new strategic directions.</i></b>	
<b>Response:</b>	We believe that it is important to have meaningful consultation between School members during our strategic planning process. There is agreement that the new Memorial University strategic plan will provide an excellent framework for our strategic planning process to occur in collaboration with our new dean.
<b>Action Plan:</b>	Following a period of familiarization, we anticipate that a strategic planning process will be a priority for our new dean.

**Recommendation 4: Curriculum redesign.**

<b>Response:</b>	This recommendation concurs with the School’s ongoing processes to review and revise the undergraduate and graduate curriculums: In 2019, a review of the BSW curriculum review and revision was initiated by the Associate Dean of Undergraduate Programs. In 2020, the MSW Program Committee struck the MSW Program Review Committee who began the process of curriculum review.
<b>Action Plan:</b>	A primary assignment for the Associate Deans will be to provide, along with their staff team, content expertise for the continued curriculum review and revisions of the BSW first and second degree programs and the MSW degree program. During 2021/2022, a Program Coordinator should be hired for a one-year contract to support the coordination of the curriculum review and revisions for both degree programs. The person in this role will research and compile background information, organize and facilitate key stakeholder meetings, work collaboratively with School personnel to create revised plans of study for both degree programs, prepare documentation for university approval, ensure deadlines are met, and maintain records.

**Recommendation 5: Increase diversity of the student body.**

<b>Response:</b>	To support students of diverse identities, the School has hired and promoted faculty with various lived experiences including women, disAbled, LGBTQIA+, Black, Indigenous, and racialized people, thereby providing students the opportunities to see themselves in our programs. The School has a minimum percentage of reserved seats for Indigenous students and strives to ensure that successful applicants succeed in their studies. To increase enrollment beyond current levels, the School will continue to work in partnership with Indigenous communities, the university, and government to implement ways to reduce systemic barriers, such as financial limitations and colonial focused curricula that can keep Indigenous people from applying to university programs.
<b>Action Plan</b>	<ol style="list-style-type: none"><li>1. Continue to actualize BSW degree programs that integrate Indigenous knowledges and practices in collaboration with our current and potential community partners.</li><li>2. Continue discussions about graduate programs with potential university partners.</li><li>3. Continue discussion with the Internationalization Office about possible recruitment of students for our BSW, MSW, and PhD degree programs</li></ol>

**Recommendation 6: Explore new programming opportunities.**

<b>Response</b>	We propose that actioning previous recommendations should include discussions about new program opportunities and the associated financial support for students, particularly as part of our ongoing curriculum review and revisions
<b>Action Plan</b>	<ol style="list-style-type: none"><li>1. Determine the need for and structure of a campus cohort of our MSW program</li><li>2. Initiate discussions within the School to develop a MSW degree program for applicants without a BSW</li><li>3. Initiate discussions with appropriate maritime University programs to realize how our PhD program can collaboratively serve Atlantic Canada.</li></ol>

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