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# Call for Instructors for the Master of Social Work for Working Professionals Program

The School of Social Work is currently seeking instructors for their Master of Social Work for Working Professionals (MSWwp) online program for our **Peel Location** for the **Spring/Summer 2023 term**.

The online MSWwp program allows students to complete their MSW online on alternating weekends, maintain full-time employment, and attend classes with experienced and professional students who are currently working in the Social Work field. The program is offered in the Windsor and Peel Regions. There are two entry points into the program: Regular Track (non-BSW candidates) and Advanced Standing (BSW graduates).

The online Master of Social Work for Working Professionals is an Executive Education Program. The long-term success of the online MSWwp is dependent on the reactions of students, which is directly related to the quality of instruction in the program. The overall goal of this hiring process is to select excellent instructors.

Instructors are being sought for the attached listing of online courses during the specified periods, as indicated in Schedule 1.

Each class meets for three online teaching weekends on Fridays from 3:30 PM to 9:00 PM and Saturdays from 8:30 AM to 4:00 PM. Please refer to the online MSW Program for Working Professionals detailed Course Schedules for a listing of all class dates (see: [<http://www.uwindsor.ca/msw/416/program-schedule>).](http://www.uwindsor.ca/msw)) Self-Study weekends marked with an asterisk (\*) will be used for make-up classes in cases where a course cannot be held due to unforeseen circumstances. You will be notified in advance if the Self- Study weekend becomes a class weekend.

Instructors are required to attend evening ***mandatory*** orientation sessions listed below if accepting a contract to teach. **Contracts should only be accepted after confirming availability to attend the Orientation Sessions indicated below.**

Instructor Orientation – Tuesday, March 14, 2023, 6-9pm

Brightspace LMS Orientation – Tuesday, March 21, 2023, 6-8pm

Zoom/Online Teaching Practices - Tuesday, March 28, 2023, 6-8pm

**Applications**

Interested applicants will submit applications directly to the Centre for Executive and Professional Education online at: [www.uwindsor.ca/cepe](http://www.uwindsor.ca/cepe) (select Instructor Recruitment).

**We thank all applicants in advance for their interest in being an instructor in the online MSW for Working Professionals program; however, only successful applicants will be contacted by February 25, 2023.**

*The MSW for Working Professionals is an Executive Education Program and falls under the terms specified in Letter VII of the Collective Agreement Between the Faculty Association and the Board of Governors of the University of Windsor,* *July 1, 2021 - June 30, 2025 (see Appendix 2 re: Letter VII).*

**The deadline for receipt of applications is Friday, November 25, 2022, 11:59 PM**

**Schedule 1 – Course Descriptions and Teaching**

**Instructional Location:** All classes are currently taught online in the Master of Social Work for Working Professionals Program.

| **Course #** | **COURSE DESCRIPTION** |
| --- | --- |
| **SWRK-8523** | **Challenges in Human Behaviour**   This course examines how principle biological, psychological, and social theoretical perspectives differentially explain the etiology, occurrence, and response to common life challenges including physical illness and disability, mental illness and substance abuse, economic adversity, family and community violence, and minority status related to culture, ethnicity, or sexuality. An ecological perspective will be used to understand the individual, family, community, and societal issues related to these challenges. Both the impact of these challenges and strategies responding to these challenges will be appraised and critically analyzed. |
| **SWRK-8532** | **Social Work Practice with Groups** Students will critically examine the theoretical frameworks used in advanced social work practice with groups. Using an ecological systems perspective, students will use selected practice theories for social work with groups to develop knowledge, values, and skills in critical analysis, differential assessment, planning and intervention, and evaluation and termination with client groups. The challenges faced by diverse populations that affect group composition, development and processes are explored within the context of social justice. Assessment skills are used to identify group strengths, weaknesses, and challenges in formulating effective social work practice with groups. |
| **SWRK-8533** | **Social Work Practice with Families**  Students will analyze assessment and intervention with families. Using an ecological systems perspective, students will analyze the impact of diverse family structure and dynamics, cultural and social contexts, and the life cycle on family functioning. They will develop an understanding of their own family of origin issues as they impact self and work with families, critically analyze and differentially apply selected family therapy approaches, and appropriately apply social work values and skills when working with families. |
| **SWRK-8534** | **Social Work Practice with Organizations and Communities** In this course, students will critically describe the political forces, cultural forces, social forces, and professional issues that impact working with organizations and communities. They will critically describe human diversity, human oppression, and social justice in the context of social work interventions with organizations and communities with particular attention to removing barriers to change and mobilizing or facilitating change with diverse populations. After evaluating procedures applicable to assessing organizational and community factors, students will design the implementation and facilitation of groups from an ecological perspective to advance change with clients and client systems. |
| **SWRK-8547** | **Social Work Research: Practice Evaluation** This course prepares students to understand and critically evaluate use applied research in evaluating social work practice. The ideological assumptions underlying qualitative and quantitative research methods will be examined. Students will consider ethical issues as they conduct a literature review, identify a research problem relevant for interventions for diverse populations, formulate a research question and hypotheses, develop an appropriate design and methodology considering quantitative and qualitative options, and indicate appropriate analytical methods (statistical and/or qualitative). |
| **SWRK-8610** | **Advanced Direct Social Work Practice** This course will focus on the critical analysis of the theoretical basis for the application of a range of advanced professional social work theories and models to direct practice with diverse populations. Using ecological systems and strengths perspectives, students will analyze client empowerment and constructive transactions with the environment. Aimed at enhancing social justice, an analysis and critique of evidence-based practices with clients will be explored as vehicles to bringing about change. |
| **SWRK-8611** | **Advanced Indirect Social Work Practice** Students will critically assess indirect social work practice with regards to community practice and human service organizations. Using an ecological perspective, students will examine community practice and human service organizations within the context of professional social work practice and by highlighting key indirect social work functions with a focus on community and organizational development. |
| **SWRK-8621** | **Social Justice and Social Change**   This seminar focuses on the critical analysis of systemic injustice. It will consider the history, meaning, consequences and dynamics of barriers that threaten, preclude or compromise the normal participation of selected vulnerable groups in social, economic and political institutions. It will critically examine concepts such as deviance, dependence, need, social control, and oppression. This critical analysis will form the underpinnings for leadership in the development and implementation of strategies for change. |
| **SWRK-8622** | **Advanced Social Policy Analysis and Development** Building on the Comprehensive Social Policy Analysis course, this course focuses on the processes involved in policy formulation, implementation, and social change. Students will further refine their capacity to critically analyze social policies and generate recommendations that emanate from a global context. |
| **SWRK-8640** | **Program Design and Evaluation** This course prepares students to use the evidence-based practitioner-researcher model to critically evaluate social work practice with organizations and communities. Student will learn essential elements of program evaluation including needs assessments, program logic models, implementation and process evaluations, outcome evaluations, and impact efficiency evaluations. Students will design programs and develop evaluation proposals and will learn how to disseminate the results of program evaluations. |

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| Ref | Sections | Course | Course Name | Class (Teaching) Dates 2023 | | |
| 1 | 30, 31, 44 & 45 | SWRK-8622 | Advanced Social Policy Analysis and Development | April 14 & 15 | April 28 & 29 | May 12 & 13 |
| 2 | 40 | SWRK-8532 | Social Work Practice with Groups | April 14 & 15 | April 28 & 29 | May 12 & 13 |
| 3 | 35 | SWRK-8621 | Social Justice and Social Change | April 14 & 15 | April 28 & 29 | May 12 & 13 |
| 4 | 42 | SWRK-8547 | Social Work Research: Practice Evaluation | April 14 & 15 | April 28 & 29 | May 12 & 13 |
| 5 | 30, 31, 44 & 45 | SWRK-8610 | Advanced Direct Social Work Practice | May 26 & 27 | June 9 & 10 | June 23 & 24 |
| 6 | 40 | SWRK-8533 | Social Work Practice with Families | May 26 & 27 | June 9 & 10 | June 23 & 24 |
| 7 | 42 | SWRK-8611 | Advanced Indirect Social Work Practice | May 26 & 27 | June 9 & 10 | June 23 & 24 |
| 8 | 35 | SWRK-8523 | Challenges in Human Behaviour | May 26 & 27 | June 9 & 10 | June 23 & 24 |
| 9 | 30, 31, 44 & 45 | SWRK-8547 | Social Work Research: Practice Evaluation | July 7 & 8 | July 21 & 22 | Aug 4 & 5 |
| 10 | 40 | SWRK-8534 | Social Work Practice with Organizations & Communities | July 7 & 8 | July 21 & 22 | Aug 4 & 5 |
| 11 | 35 | SWRK-8622 | Advanced Social Policy Analysis and Development | July 7 & 8 | July 21 & 22 | Aug 4 & 5 |
| 12 | 42 | SWRK-8640 | Program Design and Evaluation | July 7 & 8 | July 21 & 22 | Aug 4 & 5 |

Please refer to the online MSW Program for Working Professionals program detailed Course Schedules for a listing of all class dates (see: [[http://www.uwindsor.ca/msw/416/program-schedule).](http://www.uwindsor.ca/msw))](http://www.uwindsor.ca/msw)) ***Dates are subject to change.***

**Master of Social Work for Working Professionals Instructor Application Procedure**

A call for applications will be forwarded to all members of the School of Social Work and the external community. In addition, the members of the School of Social Work special appointments committee may approach and encourage relevant individuals to solicit applications. The application period will last two weeks.

In completing the online application, interested applicants should provide:

1. A statement of interest in teaching in the program. This statement should detail how the applicant meets the stated qualifications.
2. The instructor application form that specifies the particular course or courses (*applicants can apply to any three single courses*) indicate course code and title the applicant wishes to be considered for.
3. A copy of their CV.
4. Applicants will provide relevant supporting evidence of teaching evaluations from other sources.
5. All instructors will be expected to attend a mandatory orientation session which will cover administrative details and other matters such as marking criteria, overall content coordination, and so on.
6. All instructors will be expected to be proficient in the following web-based course management systems (Brightspace LMS, Zoom, Microsoft Teams) which will be the standardized platforms for the online component of all courses.

Interested applicants will submit applications directly to the Centre for Executive and Professional Education on-line at: [www.uwindsor.ca/cepe](http://www.uwindsor.ca/cepe) (Select Instructor Recruitment).

**We thank all applicants in advance for their interest in teaching for the School of Social Work at the University of Windsor; however, only successful applicants will be contacted.**

Appendix 1: Master of Social Work for Working Professionals - Instructor Selection Criteria

Appendix 2: Letter VII – Executive Education Programs from the Collective Agreement between the Faculty Association and the Board of Governors of the University of Windsor (*July 1, 2021 - June 30, 2025).*

**Appendix 1**

**Master of Social Work for Working Professionals - Instructor Selection Criteria**

## Overview

The online Master of Social Work for Working Professionals is an Executive Education Program offered by the School of Social Work. The online MSWWP program allows students to complete their MSW on alternating weekends, maintain full time employment, and attend classes with experienced and professional students who are currently working in the social work field. The program is offered in multiple locations, including Windsor and Peel Region. There are two entry points into the program, the Regular Track (non BSW candidates) and the Advanced Standing (BSW graduates). The long-term success of the online MSWwp is dependent on the reactions of students, which is directly related to the quality of instruction in the program. The overall goal of this hiring process is to select excellent instructors.

## Qualifications

Instructors selected for this program will be expected to demonstrate:

* Appropriate education qualifications as normally evidenced by a Ph.D. (preferably in Social Work), or in a relevant discipline and a Master of Social Work degree.
* At least five years relevant experience in Social Work following completion of a Master of Social Work degree.
* Appropriate subject matter knowledge/expertise evidenced by publications (refereed articles, textbooks, articles in professional journals, etc.), work experience and teaching experiences.
* A demonstrated ability of working collaboratively within a team environment.
* Experience with Brightspace LMS, Zoom, Microsoft Teams (and other on-line platforms).
* A willingness to adapt teaching methods and procedures to meet the unique needs of students.

Instructors selected for the on-line courses of the program will be expected to demonstrate:

* Experience with Brightspace LMS, Zoom, Microsoft Teams (and other on-line platforms).
* Experience with Teaching a previous on-line course.
* Access to high-speed internet connection available on teaching weekends.

**Appendix 2**

**LETTER VII - EXECUTIVE EDUCATION PROGRAMS**

**from**

**COLLECTIVE AGREEMENT BETWEEN THE FACULTY ASSOCIATION AND THE BOARD OF GOVERNORS**

**OF THE UNIVERSITY OF WINDSOR**

*July 1, 2021 - June 30, 2025*

1.     The University may operate Executive Education Programs in Business and Engineering approved by Senate and that are made up of credit courses not assignable as part of the normal workload of the member under Article 5, where the tuition fees and instructor stipends are market driven.

2.     The programs are designed to meet the specific needs of professionals and business people seeking opportunities to acquire new knowledge and skills so as to enable them to improve or shift their careers and not compete with the University’s academic programs.

3.     With the agreement of the Faculty Association the University may operate Executive Education Programs in other fields. In such cases, Executive Education Program proposals shall be approved by the council of the contributing AAU(s) and shall be referred to the Faculty Association prior to final approval by the appropriate Senate committee.

4.     Should the Faculty Association not agree to a University proposal to operate an Executive Education Program in a field other than Business and Engineering the matter may be referred to arbitration for determination of whether or not the program proposed by the University meets the criteria for Executive Education Programs referred to in this Letter VII paragraph 2. The arbitrator shall be drawn from the panel of five (5) arbitrators referred to in clause 39:14 (b). The University shall pay the fees and expenses of the arbitrator.

5.     Executive Education Programs may be delivered at various locations using diverse delivery mechanisms, including alternative learning technologies and team teaching, and at times convenient to the students including teaching evenings, weekends and in intensive periods.

6.     The Board of Management is responsible for the Executive Education Programs. It has the responsibility for the business aspects of the program and it is accountable to the University’s Board of Governors.

7.     The Board of Management is composed of the Provost, Deans of participating Faculties, and three (3) to five (5) representatives from business, industry, and professional organizations. In addition, there shall be one (1) faculty member representing each Executive Education Program.

8.     Except as otherwise provided in this Letter VII, the Board of Management sets the terms and conditions of employment of the instructors.  The Executive Education Program’s day-to-day operations are conducted by an Executive Director who reports to the Provost and is a member of the Academic Advisory Council.

9.     Instructors are sought in accordance with procedures agreed by the appropriate AAU(s) and may include advertising, both externally and internally in the appropriate AAU(s), and by direct solicitation.  Those appointed will have relevant experience and qualifications.  The appointments are agreed, in accordance with the policies of the Board of Management, by the Dean following recommendation by the AAU appointments committee in the Faculty that is responsible for the academic aspects of the program.

10.  Once appointed, instructors are members of the bargaining unit.  Stipends are paid per course or per part of a course, and like the fees paid by students, are market driven.  The stipends are negotiated on an individual basis and are determined by the Provost, in accordance with the policies set by the Board of Management.

11.  The parties acknowledge that the Executive Education Programs inure to the benefit of the University and to the members of the Faculty Association as these programs provide additional revenue to the University, additional employment opportunities to the members of the Association, and serve to further enhance the reputation of the University as an innovative institution concerned with meeting the diverse needs of our community and providing excellence in teaching, research and service.  The University thus attracts increased numbers of students.  The additional revenues allow the University to support faculty research and academic programs.

12. The clauses of this Agreement listed below and the terms and conditions set by the Board of Management referred to in paragraph 8 above, apply to those persons appointed to teach in Executive Education Programs. In the case of a conflict between the clauses of this Agreement listed below and the terms and conditions set by the Board of Management, the clauses of this agreement listed below shall apply:

1:01, 2:01, 3:01, 3:03, 4:01 to 4:05, 10:02, 10:03 (as to religious beliefs, doctrines and practices), 10:04, 10:05, 11:01, 30:01 to 30:08, 32:01, 32:02, 38:01 to 38:07, 39:01 to 39:16, 50:01, 50:02, 51:01, 51:02, 53:01, 53:02, 58:01, 61:01.

13.  Where the Faculty Association contests the interpretation and applicability of the terms and conditions set by the Board of Management and the University disagrees with the Faculty Association such disagreement shall be determined by arbitration. The arbitrator shall be drawn from the panel of five (5) arbitrators referred to in clause 39:14 (b). The University shall pay the fees and expenses of the arbitrator.

14.  The University will pay a levy of five percent (5%) of the total gross stipends or fees paid to the instructors in the Executive Education Programs to the fund entitled “The Subsidy Plan for Retiree Health Benefits”.