



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 [Windsor Location](#) for the **Summer 2024, Fall 2024, and Winter 2025**.

The 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 two locations, including Windsor and Peel Region. There are two entry points into the program: Regular Track (non-BSW candidates) and Advanced Standing (BSW graduates).

The Master of Social Work for Working Professionals is an Executive Education Program. The long-term success of the 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.

As a School of Social Work situated within the Faculty of Arts, Humanities and Social Sciences, we are guided by the University's strategic plan, *Aspire: Together for Tomorrow*. To achieve the goals of the strategic plan, the School of Social Work has initiated the following objectives and learning experiences for faculty, staff, and students: a commitment to further develop curriculum related to colonialism and social work, Indigenous peoples and communities, black communities and Anti-Black Racism, francophone peoples and communities, immigrant communities, equity and social justice, and other related topics; and we have a diversified faculty of tenure-track and tenured professors and instructors and remain dedicated to maintaining and increasing greater diversification of the School of Social Work. This complies with the Standards of Accreditation provided by the Canadian Association of Social Work Education.

The University of Windsor is a welcoming community committed to Indigenization and decolonization, and equity, diversity, inclusion, and accessibility in our teaching, learning, and work environments. In pursuit of the University's Employment Equity Plan, members from the designated groups (women, Indigenous/Aboriginal (First Nations, Métis, Inuit) persons, racialized persons/visible minorities, persons with disabilities, and persons of a minority sexual orientation and/or gender identity) are encouraged to apply and to self-identify. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

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

Note: This call is specifically seeking Instructors to teach in our Windsor Location **only**.

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 MSW Program for Working Professionals detailed course schedules for a listing of all class dates (see: <http://www.uwindsor.ca/msw/416/program-schedule>). 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— Monday, March 25, 2024, from 6-8 PM

Brightspace Training— Thursday, March 21st, from 6-8pm

Navigating Anti-Black Racism and Micro-Aggressions – Tuesday, April 2, 2024, from 6-8 PM

Applications

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

We thank all applicants in advance for their interest in being an instructor in the MSW for Working Professionals online program; however, only successful applicants will be contacted by March 1, 2024.

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 Thursday, December 14, 2023, 11:59PM

Schedule 1 – Course Descriptions and Teaching Dates for Windsor Location

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

Course #	COURSE DESCRIPTION
SWRK-8504	Communication Skills in Social Work Practice This course introduces students to the various types of communication skills utilized in advanced social work practice. Through in-depth examination of intentional interviewing and counselling skills, students will explore core social work values in relation to practice situations. Content focuses on the critical analysis of particular verbal and non-verbal forms of communication. A laboratory format will be employed to build student competencies in the effective use of interactional skills with clients and client systems.
SWRK-8521	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-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-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-8570	Field Integration Seminar (On-line) This seminar course focuses on the integration of academic and field work experience to advance knowledge, values, and skills as they relate to the development of advanced practice competence. Students will use structured reflection and self-evaluation to understand their own practice in terms of values, ethics, policies, theoretical models, and agency expectations. Students will reflect upon personal values and beliefs and explore solutions to actual issues during their field placements. (This course is evaluated on a pass/fail basis.)
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-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.
SWRK-8680	Advanced Internship Seminar (On-line) This capstone course must be taken concurrently with students' advanced practice internship SWRK-8681. This course provides a structured forum for students to discuss, synthesize and integrate the knowledge they have acquired throughout the program including practice theories, professional ethics, policy development, research and program evaluation.

Ref	Sections	Course	Course Name	Class (Teaching) Dates Summer 2024		
1	41	SWRK 8622	Advanced Social Policy Analysis and Development	April 12 & 13	April 26 & 27	May 10 & 11
2	48	SWRK 8532	Social Work Practice with Groups	April 12 & 13	April 26 & 27	May 10 & 11
3	41	SWRK 8610	Advanced Direct Social Work Practice	May 25 & 25	June 7 & 8	June 21 & 22
4	51	SWRK 8611	Advanced Indirect Social Work Practice	May 25 & 25	June 7 & 8	June 21 & 22
5	41	SWRK 8547	Social Work Research: Practice Evaluation	July 5 & 6	July 19 & 20	Aug. 9 & 10
6	48	SWRK 8534	Social Work Practice with Organizations and Communities	July 5 & 6	July 19 & 20	Aug. 9 & 10
7	51	SWRK 8640	Program Design and Evaluation	July 5 & 6	July 19 & 20	Aug. 9 & 10
Ref	Sections	Course	Course Name	Class (Teaching) Dates Fall 2024		
8	48	SWRK 8570	Field Integration Seminar	Sept. 6, 13, 20, & 27; Oct. 4, 18, & 25; and Nov. 1, 8, 15, 22, & 29		
9	51	SWRK 8680	Advanced Internship Seminar	Sept. 6, 13, 20, & 27; Oct. 4, 18, & 25; and Nov. 1, 8, 15, 22, & 29		
10	41	SWRK 8611	Advanced Indirect Social Work Practice	Sep. 6 & 7	Sep. 20 & 21	Oct. 4 & 5
11	57	SWRK 8521	Social Justice and Social Change	Sept. 6 & 7	Sep. 20 & 21	Oct. 4 & 5
12	41	SWRK 8640	Program Design and Evaluation	Nov. 1 & 2	Nov. 15 & 16	Dec. 6 & 7
Ref	Sections	Course	Course Name	Class (Teaching) Dates Winter 2025		
13	41	SWRK 8680	Advanced Internship Seminar	Jan. 10, 17, 24, & 31; Feb. 7, 14, & 28; Mar. 7, 14, 21, & 28; and Apr. 4		
14	55	SWRK 8504	Communication Skills in Social Work Practice	Jan. 10 & 11	Jan. 24 & 25	Feb. 7 & 8
15	57	SWRK 8610	Advanced Direct Social Work Practice	Feb. 28 & Mar. 1	Mar. 14 & 15	Mar 28 & 29

Please refer to the MSW Program for Working Professionals Detailed Course Schedules for a listing of all class dates (see: <http://www.uwindsor.ca/msw/416/program-schedule>). ***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 mandatory orientation sessions 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 on-line 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 (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".