



### **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) program for our [Windsor Location](#) for the **Spring 2021, Fall 2021 and Winter 2022 terms**.

**Note: Due to the COVID-19 pandemic, all of our courses are currently being offered on-line until September 6, 2021.**

The 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: 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.

Instructors are being sought for the attached listing of courses during the specified periods, as indicated in Schedules 1 and 2.

**Note:** This call is specifically seeking Instructors to teach in our Windsor Location **only**. Please note that the University no longer reimburses travel expenses incurred by employees to attend its Windsor location. Reimbursement of reasonable travel expense associated with actual in-course delivery are subject to the University's travel policy.

Each class meets for three teaching weekends on Fridays from 3:30 PM to 9:00 PM and Saturdays from 8:30 AM to 4:00 PM. **Exception:** The Field Integration Seminar and Internship Seminar courses meet Fridays for 12 weeks from 7:00pm – 9:00pm. 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 an evening **mandatory** orientation session at the School of Social Work – Windsor Hall or on-line if accepting a contract to teach (date and time to be determined and will be posted on the e-notification). Contracts should only be accepted after confirming availability to attend the Orientation Session.

#### **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 MSW for Working Professionals program; however, only successful applicants will be contacted by: March 1, 2021.**

*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, 2017 to 2021 (see Appendix 2 re: Letter VII).*

**The deadline for receipt of applications is Monday, December 21, 2020, 11:59PM**

**Schedule 1 – Course Descriptions for Windsor Location**

Course #	COURSE DESCRIPTION
<b>SWRK-8503</b>	<p><b>Comprehensive Social Policy Analysis</b></p> <p>This course introduces students to the history of policy and how policies are created. Students will critically analyze the economic forces, political forces, cultural forces, social forces, and professional issues that impact social policy. Students will explore their understanding of the impact social policies have on individuals, families, organizational infrastructures, service delivery systems, and network linkages. The formulation of policy recommendations will also be addressed.</p>
<b>SWRK-8504</b>	<p><b>Communication Skills in Social Work Practice</b></p> <p>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.</p>
<b>SWRK-8523</b>	<p><b>Challenges in Human Behaviour</b></p> <p>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.</p>
<b>SWRK-8531</b>	<p><b>Social Work Practice with Individuals</b></p> <p>Students will develop a theoretical and applied understanding of foundational knowledge for advanced social work practice with individuals. Using a historical and ecological systems perspective, an emphasis is placed on multidimensional assessment and the differential application of therapeutic, supportive, educational, and resource management strategies for individuals. Specific attention is given to the needs of diverse populations in the context of social justice.</p>
<b>SWRK-8532</b>	<p><b>Social Work Practice with Groups</b></p> <p>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.</p>
<b>SWRK-8533</b>	<p><b>Social Work Practice with Families</b></p> <p>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.</p>
<b>SWRK-8534</b>	<p><b>Social Work Practice with Organizations and Communities</b></p> <p>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.</p>
<b>SWRK-8547</b>	<p><b>Social Work Research: Practice Evaluation</b></p> <p>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).</p>

Course #	COURSE DESCRIPTION
<b>SWRK-8550</b>	<p><b>Social Work Values, Ethics and Anti-Oppressive Practice</b></p> <p>In this course, students will use an anti-oppressive focus to critically examine the nature, history, traditions, and issues of the social work profession as they relate to the development of a distinct theoretical knowledge-base, set of values, code of ethics, and approaches to direct and indirect practice. During the course, students will examine ethical questions and value dilemmas encountered by social workers in various fields of practice. Through value analysis and the application of ethical principles, the meaning of professionalism and its expression in social work are considered using contemporary practice case studies.</p>
<b>SWRK-8570</b>	<p><b>Field Integration Seminar</b></p> <p>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.)</p>
<b>SWRK-8610</b>	<p><b>Advanced Direct Social Work Practice</b></p> <p>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.</p>
<b>SWRK-8611</b>	<p><b>Advanced Indirect Social Work Practice</b></p> <p>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.</p>
<b>SWRK-8621</b>	<p><b>Social Justice and Social Change</b></p> <p>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.</p>
<b>SWRK-8622</b>	<p><b>Advanced Social Policy Analysis and Development</b></p> <p>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.</p>
<b>SWRK-8640</b>	<p><b>Program Design and Evaluation</b></p> <p>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.</p>
<b>SWRK-8680</b>	<p><b>Advanced Internship Seminar</b></p> <p>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.</p>

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.**

## Schedule 1 – Course Descriptions and Location

### **Instructional Location:**

**Please note:** All courses have the potential to be held online as the University of Windsor has moved to an “essential services only” model, and most of our faculty and staff are working remotely. This is to support both the federal and provincial initiatives to help mitigate the spread of the COVID-19 virus, and to protect the health and safety of our campus community. <https://www.uwindsor.ca/coronavirus/>

### **On-line or at the University of Windsor**

School of Social Work (Windsor Hall)  
167 Ferry St., Windsor, ON N9A 0C5

## Schedule 1 – Bundled Course Offerings

Instructor A						
Section	Course		Instructor	Class (Teaching) Dates		
940	SWRK - 8622	Advanced Social Policy Analysis and Development	A	April 9 & 10	April 23 & 24	May 14 & 15
23	SWRK - 8611	Advanced Indirect Social Work Practice	A	May 28 & 29	June 11 & 12	June 25 & 26
Instructor B						
Section	Course		Instructor	Class (Teaching) Dates		
23	SWRK - 8547	Social Work Research: Practice Evaluation	B	April 9 & 10	April 23 & 24	May 14 & 15
940	SWRK - 8547	Social Work Research: Practice Evaluation	B	July 9 & 10	July 23 & 24	August 6 & 7
Instructor C						
Section	Course		Instructor	Class (Teaching) Dates		
23	SWRK - 8640	Program Design and Evaluation	C	July 9 & 10	July 23 & 24	August 6 & 7
940	SWRK - 8640	Program Design and Evaluation	C	Nov. 5 & 6	Nov. 19 & 20	Dec. 3 & 4
Instructor D						
Section	Course		Instructor	Class (Teaching) Dates		
940	SWRK - 8610	Advanced Direct Social Work Practice	D	May 28 & 29	June 11 & 12	June 25 & 26
33	SWRK - 8610	Advanced Direct Social Work Practice	D	Feb. 18 & 19	Mar. 4 & 5	Mar. 18 & 19
Instructor E						
Section	Course		Instructor	Class (Teaching) Dates		
32	SWRK - 8503	Comprehensive Social Policy Analysis	E	Nov. 5 & 6	Nov. 19 & 20	Dec. 3 & 4
33	SWRK - 8622	Advanced Social Policy Analysis and Development	E	Jan. 7 & 8	Jan. 21 & 22	Feb. 4 & 5
Instructor F						
Section	Course		Instructor	Class (Teaching) Dates		
23	SWRK - 8680	Advanced Internship Seminar (Fridays, 7-9pm)	F	Start: Sept. 10, 2020 - End date: Dec. 3, 2020		
940	SWRK - 8680	Advanced Internship Seminar (Fridays, 7-9pm)	F	Start: Jan. 7, 2022 - End date: Apr. 1, 2022		

Bundled Courses: All Class (Teaching) Dates are in 2021 except where indicated – 2022

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.**

**Schedule 2 –Single Course Offerings**

Ref	Section	Course	Course Name	Class (Teaching) Dates 2021		
1	940	SWRK - 8611	Advanced Indirect Social Work Practice	Sep. 10 & 11	Sep. 24 & 25	Oct. 15 & 16
2	33	SWRK - 8621	Social Justice and Social Change	Sep. 10 & 11	Sep. 24 & 25	Oct. 15 & 16
3	32	SWRK - 8550	Social Work Values, Ethics, and Anti-Oppressive Practice	Sep. 10 & 11	Sep. 24 & 25	Oct. 15 & 16
4	33	SWRK - 8523	Challenges in Human Behaviour	Nov. 5 & 6	Nov. 19 & 20	Dec. 3 & 4
Ref	Section	Course	Course Name	Class (Teaching) Dates 2022		
5	32	SWRK - 8504	Communication Skills in Social Work Practice	Jan. 7 & 8	Jan. 21 & 22	Feb. 4 & 5
6	32	SWRK - 8531	Social Work Practice with Individuals	Feb. 18 & 19	Mar. 4 & 5	Mar. 18 & 19

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**

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 two bundles or 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 (Blackboard Learn, 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](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 (2017 – 2021).

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

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

**Overview**

The Master of Social Work for Working Professionals is an Executive Education Program offered by the School of Social Work. The 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 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 matterknowledge/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 Blackboard Learn, 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 Blackboard Learn, 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 the Collective Agreement between the Faculty Association and the Board of Governors of the University of Windsor (2017 – 2021)

**LETTER VII - EXECUTIVE EDUCATION PROGRAMS  
from  
COLLECTIVE AGREEMENT BETWEEN THE FACULTY ASSOCIATION AND THE BOARD OF GOVERNORS  
OF THE UNIVERSITY OF WINDSOR 2017-2021**

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