



Meeting Minutes

Wednesday, December 7th 2022, 2:30 – 5 pm

Via Zoom meeting

Approved at February 15th 2023 School Council Meeting

Attendance: **a) Faculty:** Alicia Boatswain-Kyte, Delphine Collin-Vézina, Régine Debrosse, Syndie David, Charles Gyan, Jill Hanley, Nicole Ives, Ainsley Jenicek, Julia Krane, Lucy Lach, Heather MacIntosh, Kate Maurer, Pam Orzeck, Marjorie Rabiau, Tamara Sussman, Nico Trocmé (Director/Chair); **b) Field Coordinators:** Francine Granner, Nicole Mitchell; **c) Administrative Staff:** Sara Marcil-Johnson, Patty Tarica; **d) Students:** Olivier Joncas, Alyssa Salaciak, Camelia Salehi, Pankil Goswami; **e) Field Supervisors:** Selin Cemali; and **f) Non-voting member:** Yong Hong Feng (Minutes).

1. Approval of agenda

1.1 The agenda was approved by majority of the attendees.

2. Approval of minutes

2.1 The minutes for the October 19th 2022 School Council meeting was approved by majority of the attendees.

Action item: edits to the minutes to be sent to Feng.

3. Business arising/Updates

3.1 Director Trocmé provided an **update on the hiring** (*tenure-track assistant professor, practice with individuals, families and groups*; details see [October 19 SC Minutes, 3.3.2](#)): a) The hiring committee comprised of 5 faculty representatives (Collin-Vézina, Gyan, Ives, Lach, Sussman), a Dean's representative (Leclerc from French Department), a student representative (Lateef, PhD candidate), a community representative (Pindling from Health and Social Services sector), and is chaired by Trocmé; b) so far 25 applications have been received; and c) 3 dates for campus visit (comprised of job talk, interview and meeting with the community members) have been set up, i.e, Feb 10, 15 & 22.

Action item: Feng to circulate job talk info upon finalization of the details.

3.2 Hanley and Lach provided an **update on the 2 year MSW program** (details see [October 19 SC minutes, 4.4](#)) : a) it is in consistency with the similar programs existed at other social work faculty/schools; b) students without a BSW degree will do a 2-year program while those with a BSW degree will do a 1-year program; c) the program is planned to be launched in Fall 2024; and d) next steps include meeting with the McGill administration in January 2023, producing a draft proposal for discussion and feedback at Faculty Meeting, and reporting back to School Council for approval.

Trocmé provided some background info on the redesign of the program: a) the timing

is good given that the Ministry of Education is under the pressure to produce more qualified social workers to meet the needs of the health and social service sector; b) the Ministry is currently working with the integrated university health and social services centres (CIUSSS), the ordre (OTSTSFQ) and McGill on 2 new initiatives, i.e., upgrading human relations agents to social workers and providing additional support for training current social workers to upgrade their knowledge and skills; c) there is new funding available to support the professional programs; we recently received funding for the expansion of the simulation centre and will need to find out how we can tap into the resource to support the work at the School.

Action item: Hanley and Lach to report back to the School Council on the progress.

- 3.3 Gyan presented the **findings of the social work climate survey** (details see [October 19 SC minutes](#), 4.6, and *SC Min_Append#1*). The issues/questions raised and discussed by the attendees included: a) frequency of the climate survey; b) how to do it differently in the future; and c) what to do with the report; a suggestion was to link it to the EDDI (Equity, Diversity, Decolonization, Indigenization) strategic plan by using it as a tool to monitor the impact of the EDDI initiatives.

Action item: a) Gyan to share the report with the School Council members; and b) to further discuss the key issues/questions raised at the future meeting.

- 3.4 Sussman reported on the **priorities for the PhD program for 2022-23**: (details see [October 19th 2022 SC Minutes](#), 5.1): a) support knowledge exchange activities and networking opportunities for doctoral students; b) sustain supports offered to students applying for external funding; and c) engage in a curriculum review.

A question was raised on how to provide PhD students with teaching experience matching their research/expertise areas while in compliance with the Union rules and regulations. Suggestions included: a) involve PhD students as guest lecturers; b) reserve the exclusion courses for PhD students; and c) develop and publish PhD student profile on the School's website.

Action item: Trocmé to bring the issue to the School's program coordinating committee for further discussion.

- 3.5 About the **format of the School Council meetings in the Winter term**: it was decided that the meetings are to be held virtually.

4. Updates from the Constituency groups

- 4.1 Krane provided **an update on the BSW program**, noting the development of an additional course for Fall U2 to better prepare students for field placement. This course emanated from student feedback and was approved by the BSW Committee for development and submission for formal university approval. Launching a new complementary course does not require program change or revision. Next step is submission to the Arts Curriculum Committee for approval and approval or rectification vote by the School Council, depending on the timeline of its submission to the Arts Curriculum Committee.

Action item: Krane to report back to the School Council on the progress of the course proposal.

- 4.2 Orzeck provided **an update on the simulation centre**: a) this is a space to practice skills needed in field placements; b) a survey will be sent to the community to better understand the various needs; steps will be taken to tailor to the different needs based on the survey result; c) hiring of a project coordinator is in the process; and d) sound proofing issue is to be solved soon.

- 4.3 Nico provided an **update on the EDDI (Equity, Diversity, Decolonization, Indigenization) Strategic Plan** (details see [October 19 2022 SC minutes](#), 4.2): a) the SWSA equity coordinator Rafinejad joined the review team; b) Trocmé and Mitchell met in November to review the progress tracking form and will be meeting before holiday with Gyan and Rafinejad.
- 4.4 Mitchell provided an **update on the student support**: a) there were 9 meetings with students in the Fall term; b) Main issues reported by the students from the meetings included finance, mental health, balance between study, work and family, etc.; c) the student support team meets twice per year; d) efforts were made to increase the visibility of the McGill student help resources through various channels; and e) a Black student talking circle was held in November and will be held again on December 9 2022.
- 4.5 Ives provided an **update on the Nunavik program**: a) the name of the program is Inulirijiit; b) the program is planned to start at the end of April 2023; c) recruitment of instructors from social work went well; and d) there is some tension between the Health Board and the School Board, which created challenges for student recruitment.
- 4.6 Rabiau provided an **update on the EGAB (Endowment, Gifts, Awards, Bursaries Committee)**: the committee is currently busy reviewing applications for awards and fellowships.
- 4.7 Joncas provided an **update on the SWSA activities (Social Work Student Association)**: a) 1st phase of community building events was successfully carried out; 40+ students participated in the end-of-term party with fund-raising activity for the Moisson Montréal; b) 3 new members joined the SWSA executive team; there are currently 2 more vacancies to fill; c) The SWSA Equity coordinator has been working with the EDDI review team on how to better support BSW students; and d) to work with SWAGS on new initiatives/activities.
- 4.8 Goswami provided an **update on the SWAGS plans (Social Work Association on Graduate Studies)**: a) help prepare PhD students for job market; b) involve students as guest lecturer for social work courses matching their research/expertise area; c) develop PhD student profile; and d) plan a writing retreat.
- 4.9 Ives provided an **update on the IAM activities (Indigenous Access McGill)**: the recent effort has been focused on the student recruitment through reaching out to Kanawaki and other local community.
- 4.10 Lach provided an **update on the MSW program**: a) an MSW listening circle was held on November 3rd, 2022; and b) another listening circle will be held next term.
Action item: updates to report at next school council meeting to be sent to Feng.

5. Adjournment

- 5.1 The meeting adjourned at 4:45 pm. The next School Council is to be held on **Wednesday, February 15th, 2023**.