



School Council Meeting Minutes

Wednesday, October 18th 2023, 2:30 – 5 pm
(Zoom + In person)

Approved at December 7th 2023 School Council

Attendance: **a) Faculty:** Alicia Boatswain-Kyte, Shari Brotman, Delphine Collin-Vézina, Régine Debrosse, Syndie David, Charles Gyan, Jill Hanley, Nicole Ives (Director/chair), Ainsley Jenicek, Julia Krane, Lucy Lach, Heather MacIntosh, Mike MacKenzie, Pam Orzeck, Marjorie Rabiau, Tamara Sussman, Sarah Tarshis; **b) Field Coordinators:** Francine Granner, Nicole Mitchell; **c) Administrative Staff:** Marilena Orsini, Maria Pacheco; **d) Course Lecturers:** Corrie Sirota-Frankel, Zelda Freitas; **e) Students:** Laurence Breton (SWSA), Stavroula Timeliadou (SWSA), Godfrey Makoha (SWAGS); and **f) Non-voting member:** Yong Hong Feng (Minutes).

1. Moment of Silence

1.1 Upon suggestion of Prof. Ives, the attendees had a moment of silence for the community members, their loved ones, and all of those whose life has been affected by the recent conflict in Israel and Gaza.

2. Welcome and Introduction

2.1 Prof. Ives thanked the School community for the warm welcome extended to her as the new School Director as of August 1st, 2023 and the former Director, Professor Trocmé, for having laid a good and solid foundation for the School for the upcoming years with the successful 8-year non-conditional re-accreditation by the Canadian Association of Social Work Education (CASWE) from July 1st 2022 to June 30th 2030.
2.2 Prof. Ives welcomed the representatives to the School Council and Professor Tarshis who joined the School as of August 1st 2023 (tenure-track Assistant Professor, in the area of Practice with Individuals, Families, and Groups).

3. Approval of agenda

3.1 The agenda was approved by majority of the attendees.

4. Approval of minutes

4.1 The minutes for April 12th 2023 School Council meeting was approved by majority of the attendees.

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

5. Director's Updates and Priorities for 2023-24

5.1 Prof. Ives provided a highlight of the School's activities for 2022-23 and outlined her priorities for 2022-23 (details see [SW Annual Report 2022-23](#) and [SC Min_Append#1](#));

5.2 Prof. Ives provided an update on the School since the last School Council in April 2023, which included:

1) **Space issues:** a) renovation plan for Wilson Hall is unlikely to happen in the near future due to multiple factors including the impact of the inflation on the original budgetary plan; b) the 550 Sherbrooke School space was renovated to accommodate temporary needs rather than as a permanent location for the School; and c) request for a permanent Social Work space was recently sent to the Faculty of Arts.

Action item: Prof. Ives to provide an update upon receipt of news from the Faculty of Arts.

2) **Upcoming events:** a) The Fall Convocation will be held on November 20th 2023 at 3 pm at Place des Arts; the School will hold a reception for the graduates and their families/friends at noon at 550 Sherbrooke; **Action item:** Orsini to finalize the details for the reception; Student Affairs Coordinators to include the reception and convocation details in their congratulatory letters to be sent out to the graduates; b) The School's annual Kagedan lecture is to be held on December 6th 2023 at 3:30 pm, which is in conflict with the next School Council meeting originally scheduled on the same day, from 2:30-5 pm; **Action item:** Feng to confirm a new date/time for the upcoming School Council with the group.

6. Business Arising/Updates

6.1 Update on Social Work Climate Survey (details see [April 12 2023 SC Minutes](#)):

Gyan reported that a) it was decided at the last School Council to have the survey once every two years; b) the last (also first) survey (co-led by Gyan and MacKenzie) was completed in April 2022; c) the next (second) survey is planned to launch between December 2023 and January 2024; and d) interested faculty, students and community members are invited to join the working group for the planning, designing, and fine-tuning of the survey; volunteers included Brotman, Debrosse Ives, and MacKenzie.

Action item: interested members to contact Gyan.

6.2 Update on 2 year-MSW program: Lach reported that a) paperwork has been completed and submitted to the Faculty of Arts for review; if approved, it will be the first of its kind in Quebec province; b) Other than the approval procedures yet to go through (the Arts' Curriculum Committee, University, then the Ministry of Higher Education), one of the key concerns emerging was the resource commitment for the launch and operation of the program; the approval from the Arts is conditional on the resource commitment from the Provost's office; during the recent meeting with the Provost's office, issues of efficiency (expenses vs. revenues generated by a program) and class size (compared with other departments across the Arts) were brought up; c) the resource commitment issue was further complicated by the recent decision by the Quebec government to increase the tuition fees for out-of-province and international students, which may have an impact on the application pools and as a result the revenue of the University; d) the Faculty of Arts was favorable of a 2-year pilot project to demonstrate the concept to produce more social work graduates much needed in Quebec province; and e) it was suggested to partner with CIUSSS (*integrated university health and social services centres) and the Ministry of Higher Education to explore the possibility of obtaining funding from the Ministry's subsidies ear-marked for social work and other disciplines whose graduates are in great demand in the provincial market given that the 2-year MSW program re-design is being part of the responses to the Ministry's request.

Action items: a) Lach to proceed with the approval procedures and look further into the timelines for approval and admissions; b) Ives and Program Directors (Lach, Krane, MacIntosh, Orzeck, and Sussman) to further tap into the current available

resources to see how to possibly cover the budgetary needs for the new program or a 2-year pilot project; c) Ives to follow up with CASWE (Canadian Association of Social Work Education) re: the class size info from other social work schools.

7. Constituency Groups' Plans and Priorities for 2023-24

7.1 Program Directors (Krane for BSW, Lach for MSW, MacIntosh for MScA CFT, Orzeck for Field, Sussman for PhD), and lead for EGAB (Endowment, Gifts, Awards and Bursaries Committee, Debrosse), Student Support team (Mitchell), IAM (Indigenous Access McGill, Ives), BAM (Black Access McGill, Gyan), the Simulation Centre (Jenicek), SWSA (Social Work Student Association, Breton & Timeliadou) and SWAGS (Social Work Association of Graduate Students, Makoha) all reported on their plans and priorities for 2023-24 academic year (details see *SC Min_Append#I*).

8. Adjournment

8.1 The meeting adjourned at 5 pm; the date/time for next School Council is to yet be confirmed.

School Council Minutes Appendix I: 2022-23 Report and 2023-24 Priorities

Director's Report (Ives)

Accomplishments for 2022-23

- 1) New faculty: Sarah Tarshis (tenure-track Assistant Professor, Practice with Individuals, Families and Groups), as of August 1st 2023;
- 2) Change of Directorship: Nicole Ives stepped in as the new Director of Social Work as of August 1st 2023, after Nico Trocmé's 9 years' service (2014-2023);
- 3) Scholarly productivity (2022): a) 1 edited work, 11 book chapters and 46 peer-reviewed articles; b) 12 new research grants as Principal Investigator (PI), 9 as Co-Investigator (CI), in addition to 84 ongoing grants;
- 4) Re-accreditation by CASWE (Canadian Association of Social Work Education): full 8-year reaccreditation for BSW & MSW (July 1st, 2022, to June 30th, 2030); being the only Quebec SSW receiving full 8-year accreditation;
- 5) Major program/curricular initiatives: a) simulation teaching initiative (Jenicek, Orzeck, Rosser); b) 2-year MSW program proposal (Lach, Hanley & Jenicek); and c) BSW Nunavik (Ives).
- 6) Student enrollment and enhanced student support: a) 270 students enrolled, including 163 BSW, 54 MSW, 39 doctoral students and 14 MScA CFT; b) student support team (Mitchelle, Granner, Program Directors), IAM (Indigenous Access McGill, Ives) and BAM (Black Access McGill, Gyan).

Director's priorities for 2023-24

- 1) Update on the 2-Year MSW
- 2) Continue implementation of EDDI strategic plan
- 3) Support development of Simulation Centre
- 4) Increase enrollment in MSW and MScA CFT programs
- 5) Hold social gatherings during academic year to contribute to School belonging

BSW Program (Krane)

Report for 2022-23

- 1) Held separate cohort meetings with field team to better understand the unique experiences and insights of the students as a cohort and as an individual in relation to the field and the curriculum;
- 2) Engaged SWSA in the discussion of governance issue;
- 3) Changes to BSW curriculum included: a) developed and launched SWRK 353 (Intro to mental health practice) to better prepare U2 students for field placements (* will request to have it changed from "complementary" to "required" for Fall 2024); b) removed the list of approved non-SW disciplines to allow students to select from any faculty; c) retired SWRK 424 as a "required" course (*will offer in 2024-25 for all current students to take as part of their degree requirements);
- 4) Continued to support the [advanced standing for graduates with a social services DEC](#);

- 5) Connected with the MSW and MScA CFT programs to ensure transparency and consistency re: admissions prerequisites and expectations;
- 6) Accelerated the process for students with transfer credit and explored the feasibility of completing the BSW in 2 years.

Priorities for 2023-24

- 1) Explore, reflect, & discuss the curriculum for each cohort, and report progress to School Council at end of academic year;
- 2) Submit BSW program changes and follow through to their implementation;
- 3) Update the website and BSW Degree Planning forms;
- 4) Communicate changes to all faculty and BSW students including representatives of the BSW delivered in Nunavik;
- 5) Continue to hold cohort meetings;
- 6) Work with SWSA (Social Work Student Association) and student representatives on Open House, outreach to Dawson Social Services, engagement with IPE (Inter-Professional Education), and exploration of study abroad/away.

MSW Program (Lach)

- 1) Continue to follow through the 2-year MSW program;
- 2) Explore the possibility of entry into 2-year MSW without BSW but with Ordre membership;
- 3) Review equivalency courses for getting into 2-year MSW;
- 4) Review MSW objectives, including the joint MSW/Law program;
- 5) Review MSW streams (*areas of practice might be a better term) to see if any reconceptualization is needed and update website accordingly;
- 6) Explore recruitment initiatives to increase enrollment.

MScA CFT Program (MacIntosh)

- 1) Collaborate with MSW on the implementation of the 2-year MSW given its partnership with the MScA CFT (*MSW being a potential application pool for the CFT program);
- 2) Prepare for the University's Cyclical Review which is postponed for one year;
- 3) Explore ways to increase the student enrollment for the program;
- 4) Continue to work with the Office of Profession in Quebec to have the CFT listed as a profession in the public health sector;
- 5) Collaborate with the Order on its supervision course;
- 6) To further develop internship sites.

PhD program (Sussman)

- 1) Continue to update the webpage for current PhD students to increase their visibility;
- 2) Strengthen collaboration with the EGAB committee (Endowment, Gifts, Awards & Bursary) to support students in funding applications;
- 3) Revise PhD survey to gather feedback from students on their needs and their perspectives of the program;
- 4) Revise the policy and procedures accordingly based on the changes made by GPS, such as the guidelines on manuscript-based theses;
- 5) Involve students in the planning and organization of CASWE's (Canadian Association of Social Work Education) annual conference to be held in Montreal, such as reviewing abstracts.

Field Program (Orzeck)

- 1) Continue to focus on best practice in support mechanisms to students in field education;
- 2) Test the efficiency of a new process for student/field site matching with agency partners, i.e, CIUSSS West Island);
- 3) To provide ongoing support for BIPOC (Black, Indigenous, and People of Color) students in field education, i.e, recruiting BIPOC field supervisors and field liaisons to support students;
- 4) Develop a Teaching Manual for Field Instructors aimed at enhancing supervisory capacity in field education;
- 5) Identify student training needs and work with SWSA and SWAGS to plan and prioritize co-curricular training, i.e, mental health first aid, suicide risk assessment training, etc.;
- 6) Collaborate on the new Field Education procedures involved in the new 2-year MSW program.

EGAB (Endowment, Gifts, Awards & Bursaries, Debrosse)

- 1) Rank applications and provide support for the external awards; just completed 2 major competitions for doctoral students;
- 2) Make resources available for MSW students;
- 3) Continue to optimize the decision-making process and procedures for funding, prizes and awards.

Simulation Centre (Jenicek)

- 1) Pilot simulation-based teaching in certain courses at the undergraduate and graduate levels in order to increase practical, experiential skills training across more classes at the School;
- 2) Examine best practices from simulations-based teaching as well as actor hiring and management in order to reflect the values of EDI;
- 3) Support interested faculty and course lecturers in learning more about simulations-based teaching and how this can be integrated into their courses;
- 4) Collaborate with existing partners and developing new partnerships in health and social services as well as different communities to ensure that practice skills training is compatible with front line needs and lived realities.

Student Support (Mitchell)

- 1) Continue to hold regular meetings with students to provide the support they need; last year's issues reported by the students included mental health, financial issues, communications with instructors, and field issues, etc.;
- 2) Refer students to the right resources so that they can get the help they need promptly rather than letting the issues stand for too long.

IAM (Indigenous Access McGill, Ives)

- 1) Continue to collaborate with other McGill offices/programs on student recruitment, indigenous issues and initiatives;
- 2) Increase outreach for recruitment purposes;
- 3) Collaborate with local First Nations to support social work needs.

BAM Priorities (Black Access McGill, Gyan)

- 1) Hosted the recent visit from Howard University which was a success thanks to the support from the faculty;
- 2) Build up more connections with Howard university through training programs, such as suicidal prevention, and mental health training;
- 3) Continue with the initiatives, such as fundraising activities, recruitment, listening circle, financial support, food/snack basket, mentorship program, etc.;
- 4) Collaborate with SWAGS (Social Work Association of Graduate Students) and CRCF (Centre for Research on Children and Family) the initiatives;
- 5) Provide placement with BAM (*currently there is one).

SWSA (Social Work Student Association, Breton & Timeliadou)

- Continue to organize social events to strengthen the sense of community;
- Take up space in 550 Sherbrooke to create a sense of belonging;
- Promote the educational and training opportunities such as the suicidal training with Howard University;
- 8 out of 10 members of the Executive Committee have been elected; 2 more to recruit.

SWAGS (Social Work Association of Graduate Students, Makoha)

- 1) Continue with the initiative to create the webpage for PhD students' profile on the School website;
- 2) The SWAGS AGM was held on September 27th, 2023; it will draw up plans for the new academic year and fill up the vacant positions on the SWAGS committee;
- 3) Continue to plan and organize social events, workshops, or presentations, such as guest speaker sessions to share career prospects and guidance for graduate students;
- 4) Increase the participation of MSW and MScA CFT students.