Name of Hiring Unit: School of Social Work

Course/Term: SWRK 220 – History & Philosophy of Social Work, Fall 2018 Term

Location/Time: Fridays, 8:30-11:30, Wilson Hall 110

Is the course team taught? NO

Is this course taught online: NO

TQRs:

- MSW degree or equivalent
- Expert knowledge of the development of social welfare and the evolution of the social work profession in Canada.

Demonstrated practical application of, and/or teaching/research experience in, the following areas:

- Concepts and issues of social work practice in Canada, the concepts and issues of social welfare, social policy, and social work and their relationships to one another.
- Analyze the values and assumptions that form the foundation of existing welfare programs and institutions and explore the social, economic, political and cultural contexts in which they have developed.
- Trace the development of the Canadian welfare state by examining the unique aspects of Canadian social welfare development as well as those shared with other industrialized countries.
- Examine the evolution of the welfare state in light of economic and social inequality, racism, and gender discrimination.
- Analyze the historical contributions of Indigenous, French, and English populations to social work philosophy and practice.
- Critically assess the relationship between social policies and the values/assumptions underlying several major ideological approaches to social welfare.
- The professional values of social work including the responsibility to promote and support institutional and social change, and their relationship to broader social beliefs.
- Evaluate social work’s role in developing social policies and programs.

Name of Hiring Unit: School of Social Work

Course/Term: SWRK 221 – Public Social Services in Canada, Fall 2018 Term

Location/Time: Wednesdays, 8:30-11:30, Wilson Hall 110

Is the course team taught? NO

Is this course taught online: NO
TQRs:

- MSW degree or equivalent
- Expert knowledge of current public health and social services in Canada and Québec

Demonstrated practical application of, and/or teaching/research experience in, the following areas:

- The creation and delivery of current public health and social services in Canada and Québec.
- Access to (and delivery of) public social services by/to the public, community or private sector.
- The major social services, considering (a) their policy framework (b) service delivery system, and (c) challenges to the delivery of these services and their link to social rights and social justice.
- Difference between private, public, and community services.
- Critiques of Canada and Québec’s public social services and a social worker’s place in engaging in the improvement of these services.
- The role of a social worker in the area of social rights and social justice.
- Analysis of the power relations between citizens, the government and the services.

Name of Hiring Unit: School of Social Work

Course/Term: SWRK 224 - Human Development Across the Lifespan, Fall 2018 Term

Location/Time: Mondays 14:30-17:30, Wilson Hall 105

Is the course team taught? NO

Is this course taught online: NO

TQRS:

- MSW degree or equivalent
- At least 3 years of experience working with children and families in a social work context
- At least 2 human development courses taken at the undergraduate level
- Experience conducting psycho-social assessments of children, adolescents and adults
- Knowledge of major developmental theories

Demonstrated clinical or practical application of, and/or teaching experience in, the following areas:

- Development from birth to the fourth age
- Frameworks in life course and life cycle and associated developmental tasks
- The full span of life from pregnancy/birth to death;
- Normative human development;
- Theories of human development derived from some of the key scholars (i.e. Freud, Piaget, Bowlby, Erickson, Bandura, Kohlberg, Bronfenbrenner)
• An understanding of the various areas of development and their influence on one another: physical, affective, social, moral, and cognitive;
• The ways in which gender, socio-economic status, ethnicity, culture etc. may shape one’s development;
• Identify developmental risk factors and developmental protective factors and apply the theoretical models to real life situations

**Name of Hiring Unit:** School of Social Work

**Course/Term:** SWRK 320 – Practice with Individuals & Families I, Fall 2018 Term

**Location/Time:** Mondays 8:30-11:30, Wilson Hall 105

**Is the course team taught?** NO

**Is this course taught online?** NO

**TQRs:**

• MSW degree or equivalent.
• At least 4 years of demonstrated clinical social work practice with individuals and families.
• Knowledge of the theories and techniques informing clinical social work practice with individual and family systems in a social context.
• Practice experience in, and/or knowledge of, the skills required for assessment and treatment across a range of social work practice settings.

Demonstrated clinical/practical application of, and/or teaching/research experience in, the following areas:

• The stages of the helping process (preparation, initial, middle, and end stages) through understandings that derive from social work values, ecosystems, problem solving and strengths perspective, life course theories and explorations of motivations for change, relationship building and use of self.
• Integration of the following in practice with individuals and families: sexual orientation, race, class, gender, culture, migration, ability and diverse family forms.
• Knowledge of and ability to teach to the centrality of social location (age, race/racialization, class, gender, gender identity, sexual orientation, migration, ability, etc.) and power relations (ageism, racism, classism, sexism, homophobia, transphobia, heteronormativism, ableism etc.) embedded in assessment and intervention activities.
• The integration of skills of mindfulness related to practice (reflexivity), and reflect upon the possible effects of personal factors on assessment and intervention.
• Foundational knowledge and skills required to engage in respectful and meaningful relationships with individuals and families, embark upon thorough and informed assessments, and develop sensitive and ethical plans of intervention across a range of practice settings.
• Identify the values from which practice with individuals and families arises.
• Skills in assessment, intervention and evaluation of social work practice with individuals and families by learning how to engage, talk to, and work with individuals and families at different stages of the social work encounter.
• Written psychosocial assessment. situations

Name of Hiring Unit: School of Social Work
Course/Term: SWRK 321 – Introduction to Practice with Groups, Fall 2018 Term
Location/Time: Wednesdays 8:30-11:30, Wilson Hall 105

Is the course team taught? NO
Is this course taught online: NO

TQRs:

• MSW degree or equivalent.
• At least 4 years of demonstrated clinical practice experience working in the field of group practice
• Expert knowledge of group processes, skills and practice with diverse populations.
• Ability to speak to personal practice experience as a clinical worker in the field of social work in relation to group practice.

Demonstrated practical application of, and/or teaching experience in, the following areas:

• The theoretical models underlying the group work method in social work.
• The various theories, concepts, and dynamics of group practice.
• Group work skills and the skilled use of self in group work practice.
• How to plan, implement and facilitate groups.
Name of Hiring Unit: School of Social Work

Course/Term: SWRK 342 – Practice with GLBT-S People, Fall 2018 Term

Location/Time: Wednesdays 11:30-14:30, Wilson Hall 110

Is the course team taught? NO

Is this course taught online: NO

TQRs:

• MSW degree or equivalent.
• At least 4 years of demonstrated research or practice experience working in the field of health and social service delivery with and to gay, lesbian, bisexual and two-spirit (glbt-s) people and expert knowledge of the current gaps in access and service delivery to these individuals and communities in Canada.
• Work to increase awareness of the health and psycho-social issues of glbt-s people and to suggest avenues for improving treatment options to these populations.

Demonstrated clinical or practical application of, and/or teaching/research experience in, the following areas:

• Health and psycho-social issues faced by glbt-s people and how these are currently being addressed (with particular attention to the response of the health and allied health professions).
• Current met and unmet needs for services to glbt-s people as well as service modalities which would best address these needs.
• Role of health and allied health professionals in addressing individual and community needs as well as the record of the health and allied health professions in the area of glbt-s services.
• Critiques of traditional practice models in relation to the needs of glbt-s people.

Name of Hiring Unit: School of Social Work

Course/Term: SWRK 424 – Mental Health & Illness, Fall 2018 Term

Location/Time: Wednesdays, 8:30-11:30, EDUC 627

Is the course team taught? NO

Is this course taught online: NO

TQRs:

• MSW degree or equivalent
• Experience in supervision/management of mental health teams
Involvement in mental health policy development
Experience in the practical application of mental health policy into frontline practice
Expert knowledge of current public health and social services in Canada and Québec

**Demonstrated practical application of, and/or teaching/research experience in, the following areas:**

- The social, clinical and political issues in mental health.
- Assessment and treatment models of the most prevalent mental disorders within a biopsychosocial framework.
- Legal and policy framework in which services are provided.
- Critical thinking in terms of the dominant medical model paradigm and alternative perspectives stressing client strengths and capacities.
- Historical perspective of mental health services and policies, including the socio-cultural and political factors that have influenced how mental health problems have been conceptualized and treated throughout history.
- Role of DSM in the assessment, diagnosis and treatment of mental disorders.
- Role of psychopharmacology in treatment of mental disorders.
- Role of social worker in broader social services system and how policy and legislation informs this role.
- Critical thinking around mental health stigma.

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**Hiring Unit:** School of Social Work  
**Course/Term:** SWRK 622 – Understanding & Assessing Families, Fall 2018 Term  
**Location/Time:** Thursdays 8:30-11:30, Wilson Hall 105  
**Is the course team taught?** NO  
**Is this course taught online?** NO

**TQRs:**

- PhD degree or Equivalent in mental health field (i.e., Psychology, Social Work, Counselling Psychology)
- MSW or MA in mental health field or equivalent with a minimum 8 years of clinical experience focused on assessment and treatment of couples & families
- Bilingual
- Supervisory Experience (AAMFT approved supervisor or equivalent) – minimum 8 years of supervisory experience in the area of couple and family psychotherapy
- Psychotherapy Permit Professional Order of Psychologists of Quebec (OPQ)
- Completed Graduate or Post-graduate training in couple and family therapy in an accredited university or training center

**Demonstrated clinical expertise and teaching supervisory experience in the following areas:**
- Knowledge of advanced level systemic models of family assessment and treatment with attention to the heterogeneity and diversity of the post-modern family, integrating contextual, gender, sexual orientation, cultural, developmental and relational perspectives through the evaluation process.
- Knowledge of recent theoretical and empirical advancements in family assessment from a systemic perspective with attention to principles of best practices in family therapy.
- Knowledge integrative assessment methods and the formulation of systemic clinical impressions (e.g. McMaster Model).
- Knowledge of core competencies of systemic models pertinent to information gathering, and common factors in couple and family therapy that run across theoretical frameworks such as engagement, therapist attributes, communication skills and alliance-building, structure and client expectancy factors, placebo effect and developing a formulation of the challenges faced by a family presenting for therapy.
- Knowledge of developmental tasks along the family life cycle including attachment theory and genogram construction as a tool of evaluation.
- Knowledge of issues regarding the inclusion of children in the evaluation for custody and access.
- Knowledge of the expanded developmental life cycle with a focus on the assessment of the child and the family from infancy, youth, and adolescence, through young adulthood and later life.
- Knowledge of the laws, principles and rules of OTSTCFQ, AAMFT codes of ethics and Quebec/Canadian professional bodies which regulate the professional conduct of marriage and family therapists, as it is applies to clinical practice.

**Demonstrated clinical & teaching experience in the following competencies:**

**AAMFT**
- Domain 1: Admission to Treatment
- Domain 2: Clinical Assessment & Diagnosis

**Professional Order of Social Workers and Couple and Family Therapists of Québec (OPTSQ):**

1. Establish treatment suitability for psychotherapy
2. Conduct a clinical evaluation
3. Develop a therapeutic plan
4. Ensure collaborative partnerships
5. Respect the ethical and legal parameters of the profession of couple and family therapy

**Professional Order of Psychologists of Quebec (OPQ)**
- Theoretical Models (45 hours)
**Name of Hiring Unit:** School of Social Work

**Course/Term:** SWRK 635 – Use of Self, Fall 2018 Term

**Location/Time:** Thursdays 11:30-14:30, Wilson Hall 110

**Is the course team taught?** NO

**Is this course taught online?** NO

**TQRs:**

- MSW or MA in mental health field (i.e., Psychology, Social Work, Counselling Psychology)
- Supervisory Experience – minimum 5 years of clinical supervisory experience
- Completed Graduate or Post-graduate training in advanced clinical practice in an accredited university or training center
- At least 5 years of demonstrated clinical practice experience

**Demonstrated practical application of, and/or teaching experience in, the following areas:**

- Knowledge and critical reflection of a range of clinical theories that inform clinical practice (psychodynamic: object relations; psychoanalytic and attachment theories); systemic/communication; behavioral; humanistic and more recent theories related to interpersonal neurobiology, the centrality of the relationship in clinical practice.
- Knowledge of concepts of transference and counter-transference; as well as defenses and containment; coping mechanisms and therapeutic alliance.
- Command of recent theories related to interpersonal neurobiology, and the role of compassion and self-compassion in clinical practice (attunement, embodied self-awareness).
- Knowledge of the application of self-strategies involving creativity and mindfulness in clinical social work (attention; attunement; affect regulation, empathy).
- Knowledge of family-of-origin as an organizing framework for the development of the professional self.
- Understanding vicarious trauma/vicarious resilience for the therapist
- Ability to critically appraise and interpret empirical psychotherapy process and outcome studies.
- Ability to teach to the course objective of leading students to deepen their work with others, learn how to draw upon their own internal resources (and unblock access to those reserves), and promote self-awareness and resilience in themselves and those they serve.
- Ability to: stimulate and facilitate dialogue around diversity with respect to gender identity and expression, sexual orientation, race/ethnicity, class/socio-economic status, immigration status, etc.; and, guide discussions on the role of power within client-worker relationships, peer relationships, supervisor/supervisee relationships, student/instructor relationship contextualized within larger systems.
Name of Hiring Unit: School of Social Work

Course/Term: SWRK 653 – Research Methods (Qualitative), Fall 2018 Term

Location/Time: Section 001, Tuesdays 11:30-14:30, Wilson Hall 103

Section 002, Thursdays 14:30-17:30, Wilson Hall 105

Is the course team taught? NO

Is this course taught online: NO

TQRs:

- MSW degree or equivalent and PhD (completed or in progress)
- At least 3 years of demonstrated research experience.

Demonstrated practical application of, and/or teaching/research experience in, the following areas:

- The theoretical foundations of qualitative research
- The formulation of qualitative social work research questions
- Incorporation of social justice concepts into practice and research
- Expert knowledge of practice in various phases of qualitative research (i.e., planning the study, data collection, analysis, and writing) and tools of data collection (i.e., interviews, field notes, focus groups).
- The various approaches used in qualitative social work research (i.e., grounded theory, phenomenology, arts based and participatory research).

Name of Hiring Unit: School of Social Work

Course/Term: CAFT 608 – Human Development Across the Lifespan, Fall 2018 Term

Location/Time: Tuesdays, 8:30-11:30, Wilson Hall 105

Is the course team taught? NO

Is this course taught online: NO

TQRs:

- PhD degree or Equivalent in mental health field (i.e., Psychology, Social Work, Counselling Psychology)
- MSW or MA in mental health field or equivalent with a minimum 8 years of clinical experience focused on assessment and treatment of couples & families
- Bilingual
• Supervisory Experience (AAMFT approved supervisor or equivalent) – minimum 8 years of supervisory experience in the area of couple and family psychotherapy
• Psychotherapy Permit Professional Order of Psychologists of Quebec (OPQ)
• Completed Graduate or Post-graduate training in couple and family therapy in an accredited university or training center

Demonstrated clinical expertise and teaching supervisory experience in the following areas:

• Theories of human development across the lifespan
• Impact of developmental changes and disruptions on the family system
• Assessment of clinical cases with developmental and cultural sensitivity
• Development of case formulations and treatment plans for couples and families with developmental disruptions

AAMFT
• Domain 1: Admission to Treatment
• Domain 2: Clinical Assessment & Diagnosis
• Domain 3: Treatment Planning and Case Management

Professional Order of Social Workers and Couple and Family Therapists of Québec (OTSTCFQ):

6. Establish treatment suitability for psychotherapy
7. Conduct a clinical evaluation
8. Develop a therapeutic plan
6. Respect the ethical and legal parameters of the profession of couple and family therapy.

Professional Order of Psychologists of Quebec (OPQ)
• Theoretical Models of Intervention
• Critical Tools
• Classification of mental disorders, psychopathology, and issues related to human development
• Link between biology and psychotherapy