

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

**Course/Term: SWRK 320 – Practice with Individuals & Families I, Fall 2020 Term**

**Location/Time: Wednesdays, 11:30-2:30**

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

*“Please note that given the current circumstances, this course will be taught remotely/online. The course lecturer will be required to prepare and deliver teaching material suited to a remote/online teaching environment using a virtual learning platform [e.g., Zoom, WebEx] and the McGill MyCourses learning management system. Training and assistance on remote teaching is available through Teaching and Learning Services.”*

**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, heteronormativity, 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.
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**Name of Hiring Unit: School of Social Work**

**Course/Term: SWRK 321 – Introduction to Practice with Groups, Fall 2020 Term**

**Location/Time: Wednesdays, 8:30-11:30**

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

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

**Course/Term: SWRK 325 – Anti-Oppression Social Work Practice, Fall 2020 Term**

**Location/Time: Mondays, 11:30-2:30**

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

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**TQRs:**

- MSW degree or equivalent.
- At least 5 years of demonstrated social work, community development or advocacy experience.

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

- The connections between social work anti-oppression theories, social policies and social work practice.

- Critical analysis of the theoretical and research perspectives that inform social work practice from an anti-racist/anti-oppression perspective.
- Strategies for developing anti-racist and anti-oppression practice including those related to individual and systemic change, alternative or indigenous ways of helping and communication and understanding in worker-service user relationships.
- Different organizational models of “cross-cultural” social service delivery and examine the role of social workers in these arenas.
- Strategies for developing anti- racist/anti-oppression social work practice with individuals, families, groups and communities.

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

**Course/Term: SWRK 424 – Mental Health & Illness, Fall 2020 Term**

**Location/Time: Wednesdays, 11:30-2:30**

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

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**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 bio- psychosocial 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 2020 Term**

**Location/Time: Tuesdays, 11:30-2:30**

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

**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 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)

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

**Course/Term: SWRK 635 – Use of Self, Fall 2020 Term**

**Location/Time: Fridays, 8:30-11:30**

**Is the course team taught? NO    Is this course taught online? YES**

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**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 668 – Living with Illness, Loss and Bereavement, Fall 2020 Term**

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

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

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**TQRs:**

- MSW degree or equivalent.
- At least 5 years of demonstrated research or clinical social work practice in the field of illness, loss and bereavement as it pertains to practice with individuals, families and communities facing these life experiences.
- Expert knowledge of the theoretical, clinical and empirical approaches to social work practice within the realm of illness, loss and bereavement and themes of privilege, oppression, diversity and social justice.
- Ability to speak to personal practice experience as a researcher or clinical worker in the field of illness, loss and bereavement.

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

- Application of theoretical and empirical knowledge relating to illness, loss and bereavement in health care practice as well as other social work settings where clients struggle with loss;
- Contemporary issues as they pertain to the psychosocial aspects of individuals and families living with life-threatening illness and/or the death of a loved one, disenfranchised grief, as well as other dimensions of loss;
- The social worker's role in forming a partnership with the client/family system;
- Social justice and the mechanisms that support oppression and injustice;
- Themes of complicated mourning, including multiple losses; traumatized loss; disenfranchised loss; cultural genocide, and historical transmission of loss;
- Understanding losses across the lifespan, such as illness, divorce, family disruption, migration and political perils (including genocide);
- Recognizing the capacities of individuals, families and communities for resilience and growth when confronted with loss;
- Phases of illness (diagnosis, chronic, terminal, anticipatory grief, palliative care, and bereavement); the invisibility of the caregiver experience; suicide and other disenfranchised losses; genocide; trauma; ethical, cultural and spiritual factors.
- Responses and reactions of the various caregivers (including social workers) to death and loss and the impact of these reactions on client systems;
- Variables impacting loss and bereavement, including ability, age, class, colour, culture, ethnicity, family structure, gender (including gender identity and gender expression), marital status, national origin, race, religion or spirituality, sex and sexual orientation) in the experience and expression of grief for the family and/or person facing death and bereavement.

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

**Course: SWRK 724 – Advanced Research Methods and Analysis: Quantitative Data**

**Term/Location/Time: Thursdays, 11:30-2:30, Fall 2020 Term**

**Is the course team taught?: NO**

**Is this course taught online?: YES**

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**TQRs:**

- PhD degree
- At least 5 years of demonstrated research experience.

**Demonstrated teaching and research experience:**

- Research designs with an emphasis on design for quantitative data analysis in social work;
- Descriptive and explanatory research designs used to build knowledge and theories in social work;

- Measurement and analysis (scientific process, research questions, induction/deduction, unit of analysis, direction of relationships, feedback, variables, constructs [manifest/latent]);
- Critical appraisal and summarization of quantitative studies;
- The formulation of researchable questions based on quantitative designs (questionnaire development);
- Selection of appropriate design to address a specific question and clear articulation of the strengths and limitations of the selected design (including cross-sectional design surveys);
- Design validity: threats to validity, selection and endogeneity, moderator/mediator, spuriousness;
- Assessment and selection of the most appropriate measures to support a specific design;
- Selection of the optimal sampling procedure (generalizability, population, sample, inference, coverage and bias, probability v. non- probability sampling, weighting);
- Description of the data analysis plan for a quantitative research proposal (multivariate);
- Causation: models, exogenous/endogenous, controlling and minimizing error, bias, self-selection and endogeneity, counterfactuals;
- Experimental design: randomized field experiments, random assignment, external validity, natural experiments, sample size, intent-to-treat;
- Additional methods for causal: natural and quasi experimental designs (before after, interrupted time series, cross-sectional, matching, case-control, prospective, retrospective), using administrative data, difference-in-difference, instrumental variables;
- Secondary data: micro, aggregate, multilevel, administrative data;
- Observational studies: control variables, path analysis, bias, interactions
- The presentation of data in tabular and graphic form; and,
- Research ethics (including issues of diversity, equity and social justice).