

Course/Term: SWRK 220 – History & Philosophy of Social Work, Fall 2022 Term

Time/Location: Fridays, 11:35-2:25, Arts 260

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 319 – Critical Thought & Ethics, Fall 2022

Location/Time: Mondays, 8:35-11:25, Arts 350

TQRs:

- MSW degree or equivalent.
- Expert knowledge of ethics, social work theories, ethical theories, research, and legal frameworks in Canada and Québec and how they relate to social work practice.
- At least 5 years of demonstrated social work practice experience.

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

- The use of codes of ethics, social work theories, ethical theories, research, and legal frameworks to articulate foundations of knowledge and practice in social work.
- Critical engagement in ethical decision-making by drawing on various sources of information and applying them to ethical dilemmas and the situations within which they arise in the everyday context of social work practice.
- Use of provincial, federal and international social work codes of ethics as applicable and in identifying ethical tensions.
- Social work and ethical theories that support ethical decision-making.
- Legal frameworks (relevant legislation that affects ethical decision-making).
- Draw on research to inform critical decision-making and ethical decisions in social work practice.
- The integration of results of empirical studies directly related to practice issues.
- How the centrality of one's own social location (age, race, class, gender, sexual orientation, ability, etc.) informs the decision-making process.
- Critically evaluation of social work practice assumptions through reflexivity.
- Communicate critical process through writing.

Name of Hiring Unit: School of Social Work

Course/Term: SWRK 320 – Practice with Individuals & Families I, Fall 2022, (2 POSITIONS)

Location/Time/Section: Wednesdays, 8:35-11:25, Section 002, LEA 210

Location/Time/Section: Wednesdays, 8:35-11:25, Section 003, FERR 105

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 2022 Term

Time/Location: Mondays, 2:35-5:25, LEA 212

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 621 – Trauma & Resilience, Fall 2022 Term

Location/Time: Tuesdays, 11:35-2:25, LEA 116

TQRs:

- MSW degree or equivalent.

- At least 5 years of demonstrated clinical social work practice with individuals, families, groups, and/or communities, including at least 3 years working in the context of international social work, and/or disaster relief, and/or clinical practice with refugees or victims of historical trauma.
- Expert knowledge of prevailing trauma theory and trauma-informed practice with diverse populations, and critiques of those theories and practices, as demonstrated by teaching previous courses or workshops on trauma, providing expert testimony on trauma, or providing supervision to clinicians working with survivors of traumatic events/living with chronically traumatogenic environments.
- Ability to speak to personal practice experience as a clinical worker in the field of social work in relation to international and/or cross-cultural practice.

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

- The diverse theoretical, research and practice implications of trauma and resilience, including but not limited to, western scientific models, cross-cultural models, and community-based approaches, including arts-based models
- Individual, collective, intergenerational trauma, insidious trauma for communities across the world affected by structural oppression, war/political conflict, genocide, forced migration, and/or natural disasters, as well as those affected by moral trauma (including aid workers, peacekeepers, military personnel)
- The ways in which intersecting factors of gender, 'race', socio-economic status, ethnicity, age, immigration/indigenous status, ethnicity, sexual orientation and gender identity, religious faith, ableism, class, *and* country/culture of origin inform and shape the experience of traumatic events, and how these factors are considered when collaborating with trauma-affected communities to develop and implement psychosocial interventions
- International standards and prevailing models of psychosocial and mental health support for trauma-affected communities (e.g. Interagency Standing Committee on Mental Health and Psychosocial Support in Emergency Settings)
- Vicarious trauma theory and prevention for practitioners working with traumatized populations

Name of Hiring Unit: School of Social Work

Course/Term: SWRK 635 – Use of Self, Fall 2022 Term

Time/Location: Tuesdays, 8:35-11:25, FERR 105

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 2022 Term

Time/Location: Thursdays, 8:35-11:25, LEA 116

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.

Name of Hiring Unit: School of Social Work

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

Time/Term/Location: Fall 2022 Term, Thursdays, 8:35-11:25, FERR 422

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).
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Name of Hiring Unit: School of Social Work

Course/Term: CAFT 608 – Human Development Across the Lifespan, Fall 2022 Term

Time/Location: Thursdays, 2:35-5:25, BIRKS 105

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 (English & French)
- 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