



The Factor-Inwentash Faculty of Social Work is at a decisive moment in its history. Since our founding in 1914, we have evolved into a distinguished Faculty that is now renowned around the world for the outstanding quality of our teaching, scholarship and research.

RESEARCH

TOWARDS A BETTER SOCIETY

OUR FACULTY'S VISION FOR THE NEXT FIVE YEARS BE A PART OF IT

The next five years will be crucial for our Faculty. Our objective is to become one of the world's pre-eminent schools of social work, so that we can continue leading the way on a global scale through social work education, research and practice.

Over the past one hundred years, our students and faculty have engaged with society's most pressing issues. We know that our ability to solve large societal problems will depend on our capacity to develop innovative new ideas and transform them into practical solutions. We intend to realize the full potential of our established strengths as a builder of groundbreaking knowledge that is accessible and relevant, as an educational innovator and as a champion for the most vulnerable in our society.

We will be moving forward with an Academic Plan designed to keep us on the cutting edge of education, research, policy and practice. "Towards a Better Society"

lays out the goals, priorities and strategic directions we want to pursue.

This plan is the result of a highly consultative and fruitful process. Discussions were held with professors, staff, sessional instructors, alumni, community partners, field instructors, students and regulatory bodies. The input we received was invaluable in illuminating our vision for the future of the Factor-Inwentash Faculty of Social Work.

It is a vision that we want all the friends and alumni of the Faculty to share. A vision that will enable us to confront the major challenges of our time, as we work towards changing lives, communities and society itself.

WHAT ARE THOSE STRATEGIC DIRECTIONS?

WE WANT TO MOBILIZE KNOWLEDGE.

What does that mean? It means putting knowledge into action so that it can help

the greatest number of people and have the largest impact. In other words, we want to ensure that research is creating the types of knowledge that will have maximum benefit to society.

How do we want to bring this about? Knowledge mobilization entails developing research in an interactive and engaged partnership with the people who will be using it. Solutions to real life problems are co-created by the users of the research and the researchers who work together as partners.

But the real power of knowledge mobilization lies in the fact that it goes beyond the co-creation of research. It also involves working in those same partnerships to ensure that the research has the desired impact. Researchers and the users of the research determine together the best ways to facilitate getting their findings out.

CONTINUED ON PAGE 2

Towards 2014!

Join the FIFSW in celebrating 100 years of excellence in social work education, practice and research.



We want to hear your stories.



Your donations are helping students like Daniel.



Addressing urgent global issues.

BOUNDLESS

U of T Launches Historic \$2 Billion Campaign

BE A PART OF IT

Boundless: The Campaign for the University of Toronto was launched this past November. With its \$2 billion goal, it is the most far-reaching campaign ever to be conducted by a Canadian university. The Boundless Campaign is ambitious and challenging. And justly so. The goal is to develop the talent, ideas and resources that will enable this University to widen its global leadership while addressing the critical questions of human health, the environment and civil society.

The Factor-Inwentash Faculty of Social Work, with its passionate commitment to promoting societal wellbeing, will play an integral role in that quest to develop solutions for the defining issues of our time. For almost a century now, we have had a profound impact on the lives of individuals, families and communities, through education, research and practice.

This Faculty has trained generations of dedicated and hardworking social workers who have gone on to make immeasurable contributions to the communities in which they live and to society as a whole. We have a strong track record for leading edge research that is furthering social progress on a worldwide basis. Our new Academic Plan will ensure that

we assume a significant leadership role in the coming decades, so that we can make an even greater difference – locally, nationally and internationally – in today's ever-changing global landscape.

The Factor-Inwentash Faculty of Social Work is poised to be number one, but philanthropic support is essential in helping us achieve our goals. Your support will have a transformative impact, propelling this Faculty to the next level of excellence, by enabling us to build upon the crucial areas we have identified. We are grateful to you, our alumni and friends, for the support that you have provided in the past and we look forward to counting on your continued generosity as we move forward.





“Our lives begin to end the day we become silent about the things that matter.”

Martin Luther King, Jr.

Social work is a passion. Each and every day we demonstrate that passion, as we work together for the betterment of humanity, to improve the lives of individuals and our communities. The Factor-Inwentash Faculty of Social Work stands right now at a crucial moment. The strategic vision laid out in our Academic Plan will enable us to move forward in dynamic new directions, as we strengthen our commitment to helping the most vulnerable in our society. We are preparing to celebrate a momentous occasion – our 100th birthday – and, like all important birthdays, it is a time to bring together our community of friends and alumni. Join with us in this endeavour. Be a part of this Faculty’s vision. Together, we can work for societal change and speak out about the things that matter.

Best wishes,

Faye Mishna
Dean, Factor-Inwentash Faculty of Social Work
University of Toronto

TOWARDS A BETTER SOCIETY

(Cont’d)

Innovative ideas then have a much greater chance of moving directly into society, where they can touch lives and influence policy and practice. We want to make sure that this happens by creating a centre that will act as a bridge between groups and a first stop for community and government organizations with research needs.

That’s why we want to create a Knowledge Mobilization Centre at the Faculty. This will spark new collaborations and galvanize the sharing of knowledge, best practices, bright ideas and creative approaches for the greatest and most immediate impact.

WE WANT TO PROMOTE WELLBEING AND EQUITY ACROSS THE LIFE COURSE.

From the moment we first open our eyes, what we see, who we meet and what we experience has a lifelong influence. So many things affect who we are – on the individual and family level, as well as on the social, cultural, economic and societal level.

Factors such as the way we live and work and the kind of health services we use – all of these profoundly affect wellbeing. We know, for example, that people living in poverty are disproportionately afflicted by poor health and that the health of Canadian newcomers often begins to deteriorate several years after arrival.

Through our Faculty’s close links to community and connections to neuroscience, social policy and public health, we are learning about the complex interplay of factors affecting people throughout the lifespan. As social workers, we need to understand how a multitude of factors – genetic, biological and environmental – interact and influence people at every phase of life, from infancy through childhood, adolescence, early and middle adulthood and older adulthood.

That’s why we plan to take the lead in conducting research that promotes wellbeing and equity across the life course by intricately linking individuals and the issues they face to their environments.

WE WANT TO CREATE INNOVATIVE LEARNING ENVIRONMENTS.

As a Faculty, we are constantly searching for the most innovative and effective methods to educate future generations of

qualified social workers. In our teaching, we apply cutting edge knowledge about education, in order to provide our students with the knowledge and skills that will enable them to take on leadership roles as they combat the crucial issues of our time.

The cornerstone of the learning experience for our MSW students is the practicum – an experiential form of teaching and learning that takes place in a service setting. At our Faculty, our students have the advantage of a wide-ranging and diverse choice of practicum opportunities. We also have a strong commitment to providing established practitioners with relevant, ongoing training.

Increasingly, we are recognizing the importance of new technologies and innovative teaching approaches. Our Faculty is at the forefront in introducing educational techniques that are revolutionizing the way social work students are taught and assessed. These techniques are opening up truly exciting possibilities that we are only beginning to explore.

That’s why we plan to take the lead in building innovative learning environments for the training and assessment of students.

WE WANT TO THINK GLOBALLY AND ACT LOCALLY.

We have a strong commitment to look for creative solutions to social problems at the local, national and international level. Many of our research projects are interdisciplinary and involve international communities and universities.

Building new and meaningful connections is an ongoing priority. So is bringing together researchers, students and social service organizations from around the globe to exchange ideas and share best practices.

We are dedicated to leading the way within the broader social work communities around the world, to collaborating with diverse partners to address social inequities and to acting as a leader in strong international collaborations.

And that’s why our plan is to promote social work education and research that connects local issues with national and global challenges.

Stay Connected

We want to stay in touch. We want to keep you informed about all the activities and events that are taking place at the Faculty. Please be sure to update your alumni profile on the Faculty website by going to “Alumni + Friends” and clicking on “FIFSW Alumni Information Update Form.”



Share

Life is made up of stories and we want to hear yours

www.fifsw.ca/storycatcher

Share your stories and pictures

Do you want to find out more about our plans for the future?

There are many more ideas in the Factor-Inwentash Faculty of Social Work Academic Plan. Learn all about our strategic directions for the next five years. Read “Towards a Better Society” on the Faculty website.



“This program brings your work to life. It will benefit newer social workers as well as more seasoned ones.”

Sheryl Ederman, Manager at Jewish Family and Child

Mabel Ho, Esmeralda Prifti, Janet Gasparelli and Sheryl Ederman (from left to right) are four of the first six students to graduate with an Advanced Diploma in Social Service Administration.

Eyes Wide Open

“Now I’m making decisions with my eyes wide open,” says Sheryl Ederman, one of the first six students to graduate with an Advanced Diploma in Social Service Administration. All six completed the course in one year, while working full time.

Ederman is a manager at Jewish Family and Child with thirty years experience in practice and management, who realized she needed more formal administration education in areas where she was self-taught.

“I always let others do the business side,” Ederman says. “This course trains social workers to have a broader vision. I learned how to read and understand financial documents. Now I hold my own at management tables and make informed decisions.”

Designed as an Executive MBA for social workers, this post-master’s program gives experienced social service professionals the business skills they need to operate effectively as managers. It is intended to be accessible to candidates working full time.

“It has certain unique features,” says program director Wes Shera, professor and Dean Emeritus of the Faculty. “Classes are offered as modules, one full day per month. A core text is used in all courses and there are integrating themes: client-centred care, diversity and evidence-informed practice. Students love the experiential learning.”

“You pick assignments that are relevant to you and that brings your learning to life,” says Ederman. “My learning went to a whole other level because I assessed work programs in my schoolwork. Assignments were supported by my agency. I’d gather research information naturally every day at work. My fellow students had many years of social work experience. That made conversations and feedback incredibly helpful because it was higher level thinking and planning. Now I make decisions with increased understanding and we’re implementing several programs based on my coursework.”

Fellow graduate Janet Gasparelli manages three programs at Toronto’s Native Men’s Residence, which provides shelter programs for Aboriginal men. “I’d take an issue I had at work,” says Gasparelli, “use it in an assignment and receive feedback from professors and guest speakers who were professionals in the field. Then I’d hand it over to my supervisor at work. We are now making changes to our program evaluation based on my coursework. This is extremely exciting because we are changing the culture of an organization.”

“This program brings your work to life,” says Ederman. “It will benefit newer social workers as well as more seasoned ones. Because it was so direct and relevant, it stretched my brain and enhanced my problem-solving.”

“A course like this,” says Gasparelli, “is extremely important because we need more social workers as directors and managers of professions. You don’t want the people who are making decisions to consider only dollars and cents. Social workers have such good interpersonal skills. We can make a real impact on work environments.”



LIFE IS MADE UP OF STORIES AND WE WANT TO HEAR YOURS

If you have any stories about memorable moments here at the Faculty that you’d like to share, we want to hear them. Or perhaps you have some photos – if so, we’d love to see them. And please let us know if you have any suggestions for ways to commemorate our upcoming centenary.

To make it as easy as possible for you to share your memories, we have set up a Story Catcher on the Faculty website. Just what is a Story Catcher? It’s a place where alumni can log on, tell their stories and upload photos.

When you think back to your time as a student, is there one special story that stands out? Something that might spark memories for other alumni? Or do you have a photo that means a great deal to you, that you would enjoy sharing with others?

We can’t wait to see what you’re going to say. Click on “Story Catcher” on the Faculty homepage and join in on this extraordinary opportunity to share ideas, discover common ground and make connections, as we build this Faculty’s collective narrative together.

As we approach our 100th anniversary and prepare to celebrate the remarkable history of this Faculty, we very much want to hear from you, the alumni of the Factor-Inwentash Faculty of Social Work. You – and your memories – are an intrinsic part of our storied past.

Visit us online

Keep up to date on Factor-Inwentash news and events. www.socialwork.utoronto.ca.

Donate Today

and help make a difference in the life of a social work student. www.socialwork.utoronto.ca/alumni/makeadifference.htm

Towards 2014!

Join the FIFSW in celebrating 100 years of excellence in social work education, practice and research.

“The warmest gratitude comes from needs answered, shared and dreams encouraged. My daughter and I and sincerely grateful for your kind donation. Thank

A special note of thanks straight from the heart of a FIFSW scholarship recipient.



**SCHOLARSHIPS
ARE GOOD
FOR THE
STUDENT
AND THE COMMUNITY**

“I was the first graduate of the Collaborative MSW/Asia-Pacific Studies program and now I work with newcomer families at South Riverdale Community Health Centre. The scholarship I received as a student was a great beginning to my career. It was a tremendous help to meet donors doing important work in their communities. I've continued to build upon the connections I made through it. It gave me peace of mind and helped me to become an ambassador for social work in my community. Because it was written up in Chinese newspapers, suddenly people were asking me what social workers did. It became a conversation starter, especially because many people in the community are not familiar with the help social workers provide. Most of all, strong seeds of friendship were sowed. Scholarships are good both for the student and the community.”

SHERLYN HU (COLLABORATIVE MSW/ASIA-PACIFIC STUDIES)

“The China Project was launched by a contribution from a donor in 1997 as a collaboration between the Factor-Inwentash Faculty of Social Work and China to develop social work practice, education and research that addresses the unique challenges faced by the Chinese people. When the project began, China had less than two dozen social work education programs. Today, there are over 300 social work programs and more than one million practitioners carrying out functions that would be considered as social work in the west. We are now working in China with Chinese social workers as well as in Canada to develop better social services for Chinese Canadians. None of this would have been possible without contributions from donors.”

ASSOCIATE PROFESSOR A. KA TAT TSANG, DIRECTOR, THE CHINA PROJECT AND FACTOR-INWENTASH CHAIR IN SOCIAL WORK IN THE GLOBAL COMMUNITY



**NONE OF THIS
WOULD HAVE BEEN POSSIBLE
WITHOUT CONTRIBUTIONS FROM ALUMNI AND FRIENDS**



“At the beginning of the school year, I was incredibly worried. I kept telling all my friends and family that if I didn't get some financial assistance, I'd be up the creek without a paddle. Receiving a scholarship has made a huge difference to me. I love my placement at Turning Point Youth where I work with youth who have been referred by the Justice System, especially since I want to open my own practice one day specializing in youth. The idea's still in the planning stage, but I'm thinking of a holistic approach, maybe incorporate physical wellness and psychological components like anger management and depression. But my placement doesn't leave me any time to earn money and I pay my own tuition and living expenses. I wouldn't be in the MSW program without the scholarship I received.”

DANIEL HINCH, 2ND YEAR MSW STUDENT

“I was working towards a PhD in 19th century English literature at York University before I decided to enter the field of social work. I've always had a strong commitment to change. I volunteered for several years with the Toronto's Rape Crisis Centre – Multicultural Women Against Rape and helped develop a young women's mentorship program at Scarborough Women's Centre during my practicum last year. This year, I've been fortunate enough to work as a therapist at CAMH's Eating Disorders and Addiction Clinic. I wouldn't be at the Faculty without the scholarship I received which was particularly validating because it was merit-based. Receiving a scholarship allowed me to provide the best possible care to my practicum clients, while concentrating on my schoolwork. I believe social workers have a tremendous amount to offer. It's their compassion and unique perspective that make it such a compelling profession for me.”

RESHMA DHRODIA, 2ND YEAR MSW STUDENT



**I WOULDN'T
BE AT
THE FACULTY
WITHOUT THE
SCHOLARSHIP I RECEIVED**

problems
are humbled
you.”



LYNN FACTOR AND SHELDON INWENTASH WITH PROUD FACTOR-INWENTASH SCHOLARSHIP RECIPIENTS.

“We are seeing an unprecedented global aging trend, as increasing numbers of baby boomers reach age 65. This population faces major challenges, making it absolutely crucial that we get reputable information on aging out to the people who need it now. Because the Faculty received a bequest from an alumna to support research on retirement, we have been able to develop pocket-size educational tools on retirement issues from a social work perspective. They have been prepared by an interdisciplinary team of researchers from the National Institute for the Care of the Elderly (NICE), a massive international network of people involved in researching and working in aging. We are getting knowledge into the hands of professionals who work with the elderly, older people themselves and those who are approaching retirement and that means we are empowering people in the later years of their lives.”

PROFESSOR LYNN McDONALD, DIRECTOR, INSTITUTE FOR LIFE COURSE AND AGING, DIRECTOR, NATIONAL INITIATIVE FOR THE CARE OF THE ELDERLY (NICE)

BECAUSE OF FUNDING TO SUPPORT RESEARCH
WE ARE EMPOWERING PEOPLE
IN THE LATER YEARS OF THEIR LIVES



RESEARCH
PROGRAM



**THE SCHOLARSHIP
GAVE ME
PEACE OF MIND**

“I graduated in 2010 from the Faculty and now I'm an assistant professor at the Lyle Hallman Faculty of Social Work at Wilfrid Laurier University. Because my scholarship was awarded to an outstanding student for research in mental health, it made me realize that my research was being recognized by the community. That was extremely validating and encouraging. Receiving a scholarship also meant that I didn't have to go begging for money when conducting my research. My thesis focused on the experience, in the community, of individuals of ethno-racial minority backgrounds with serious mental illness. The scholarship gave me peace of mind and the freedom to concentrate on what was important: the extensive interviews I held with participants, physicians and family members. It gave me time to listen to their stories.”

MAGNUS MFOAFO-M'CARTHY (PhD), ASSISTANT PROFESSOR, WILFRID LAURIER UNIVERSITY

“At a time when we were still recognizing the momentous implications of the Internet as a new communication tool for young people which has tremendous benefits and at the same time is a potential site for abuse and victimization, I received funding from Bell Canada to investigate cyber risk. Phenomena such as cyber bullying were not yet in the public eye and research was sparse. Since then, research on cyber risk and cyber bullying has burgeoned. Receiving support to collect preliminary data when so little was known about the nature and impact of online risks such as bullying and about the exploding cyber world was extremely important. This research, which has led to subsequent studies, is increasing our understanding of cyber risk and will inform education and intervention programs designed to prevent and intervene with these new forms of victimization.”

PROFESSOR FAYE MISHNA, DEAN AND THE MARGARET AND WALLACE MCCAIN FAMILY CHAIR IN CHILD AND FAMILY

RESEARCH
PROGRAM

**OUR RESEARCH
INITIATIVE
ON CYBER RISK
AND BULLYING
WAS MADE POSSIBLE**

BECAUSE OF FUNDING FROM BELL CANADA

*To all who give so generously of your time and money,
we are sincerely grateful.*

Exploring the Human Condition & Shaping Knowledge

ON THE WINGS OF MIGRATION

NEW HOPE FOR DIVORCING FAMILIES

TAPPING INTO THAT STRONG SURVIVAL INSTINCT

MAKING IT CULTURALLY RELEVANT

JUST HOW SHOULD WE DEFINE CITIZENSHIP?



Michael Saini

New Hope for Divorcing Families

We know that a high degree of conflict has a negative effect on how well children adjust to divorce. That's why most research concentrates on managing parental conflict. But assistant professor Michael Saini says that a crucial factor is being overlooked.

Saini's research shows that how parents interact with their children, has as much – if not more – of an impact, on their children's adjustment as a high degree of conflict. If we really want to help divorcing families, he says we need to determine which parenting styles seem to be the most effective and then use this information when developing parenting plans and support groups. Saini, who is investigating tools and resources that could be made available to divorcing parents, says, "This new area of research is exciting because it tells us that parenting matters."



Eunjung Lee

On the Wings of Migration

Assistant professor Eunjung Lee frequently receives calls from social workers and other school professionals who are searching for guidance about Toronto's growing South Korean population. This community is increasing substantially in our schools, says Lee, and yet little is known about the settlement and adjustment issues these families face.

Lee believes that must change. Even years after immigrating, many experience challenges. Families, who have moved here solely for their children's education, see their children struggle in school and parents find themselves at a loss to help. Lee and her colleagues at the Toronto Korean Families Study are investigating migration patterns and analyzing Canadian immigration and education policy, looking for ways to help families adjust to Canada. They're also holding community forums which are giving the South Korean audience the opportunity to discuss research findings and ask questions.



Rupaleem Bhuyan

Just How Should We Define Citizenship?

Canadian immigration policy is changing Canadian society. Increasingly, there are more and more people who may never have the opportunity to become permanent citizens. Assistant professor Rupaleem Bhuyan believes that both as a society and as social workers, we must consider the kind of rights that women with precarious immigration status have, especially when they are looking for help from social service organizations.

She wants to know more about the lives of migrant women. What is their experience when they try to access social services? How do these women create their own sense of belonging? Bhuyan wants social workers to become more vocal in serving people regardless of status and is working with the Toronto Rape Crisis Board to host a solidarity group for women with precarious immigration status.



Lin Fang

Making it Culturally Relevant

Serious mental illness affects approximately one million people in Canada. And yet, trying to find help for mental illness for many people from immigrant, refugee, ethnocultural and racialized (IRER) communities can be a frustrating and difficult experience. Assistant professor Lin Fang says that we need to find ways to make that process easier by making mental health services culturally relevant.

Fang is conducting a pilot study with the Canadian Mental Health Association Toronto Branch and plans to implement the proposal on a much bigger scale. What she's learning about these people's experiences and the way service providers respond to their needs, will inform research, program and policy development for this community, helping to create services that are effective, relevant and culturally responsive.



Shelley Craig

Tapping into that Strong Survival Instinct

Most research on sexual minority youth has concentrated on the challenges they face. Assistant professor Shelley Craig thinks that we can provide much more help by switching the focus and emphasizing their resilience instead.

Craig has been conducting interviews with 18 to 21 year old Toronto youths in this population. Through their illuminating conversations, she's learning how they define their sense of resilience and how the media play a role in shaping their sense of self. Craig's goal is to find ways to promote resilience in sexual minority youth. This is a new research area, one that she believes social workers need to learn how to harness and encourage. The study is called "I Will Survive." And that's exactly what it is all about.

The world is in desperate need of research that advances social wellbeing. Our Faculty plays an important role by conducting research that is ahead of its time.

This research is only possible because of a range of grants from prestigious agencies like the Social Sciences and Humanities Research Council, the Canadian Institute of Health Research and Human Resources and Skills Development Canada, among others, as well as contributions received from private individuals and corporations. Receiving such grants speaks to the importance of the ideas that are being generated.

The University of Toronto is one of the world's great incubators of ideas and solutions. As Canada's leading research university, it is uniquely positioned to play a pivotal role in building models for successful societies.

The world is looking for answers. All across this University, researchers are searching for solutions to society's most pressing challenges. Their discoveries are opening up new vistas for social purpose and human expression.

The Factor-Inwentash Faculty of Social Work is an essential part of that endeavour. Our researchers are providing the world with powerful insights that will help to shape the human condition.

Research by our five newest faculty members is deepening our understanding and exploring new avenues of thought. This is research with a goal. Research that is working towards a better society.



Community Building Starts with Grassroots Thinking

"All across Toronto, there are young people doing fabulous work in their communities," says Tarak Ahmed, a CITY Leaders graduate who is now a 1st year MSW student at the Faculty. "CITY Leaders brings them together. I grew up in Regent Park where I'm heavily involved. I know the community well but I don't know anywhere else. I was isolated in my own bubble. CITY Leaders made me realize that there are so many ways to get involved in this city."

The Creative Institute for Young Leaders (CITY Leaders) offers a new and inspiring approach to leadership development. This unique program promotes civic engagement by providing the practical knowledge and tools that Toronto's youth need to become effective community leaders. Graduates receive a leadership certificate from United Way Toronto and the Factor-Inwentash Faculty of Social Work. The program was launched in 2008 and there are now more than 100 CITY Leaders. A number of graduates, like Ahmed, have gone on to the Faculty's MSW program.

Applicants are chosen from young people who either work or actively volunteer in community-based organizations and movements across the city. Ahmed, for example, ran a soccer club which brought neighbourhood youth together.

After completing a required number of modules over eight months, graduates have the skills, tools – and a formidable network -- to support their social advocacy. Participants learn about subjects such as conflict resolution, negotiation, fundraising and creative leadership. They benefit from being matched with mentors and implement group projects that directly address city-wide issues in creative ways.

"The learning works because it is applied and relevant," says Wes Shera, professor and Dean Emeritus of the Faculty, who is the Faculty liaison. "CITY Leaders motivates people to learn more, do more and be more. A lot of young people are doing grassroots work without any recognition, often as volunteers. This program provides a tremendous sense of validation."

Ahmed says that the mentorship relationship he has with "Professor Wes" will last long after he graduates from the MSW program. "CITY Leaders changed my life," he says. "What I'm doing now, studying for my MSW, the people I've met and the things that I've done, none of this would have happened without it. Our city is in great need of more young leaders who are active and vigilant in their communities and a program like this makes an enormous difference in people's lives."

Alumni Association Annual Meeting & Call For Nominations MAY 30th, 2012

Mark your calendars now. The Annual Meeting of the Factor-Inwentash Alumni Association will be held on Wednesday, May 30th. It's a wonderful opportunity to catch up with old friends and check in with the Faculty – and we'd love to see you there.

We are looking to fill three positions on the Alumni Board, for a two year term, beginning June 2012:

- Treasurer
- Second Vice President
- Secretary

If you hold a degree, graduate diploma or certificate from the Faculty, you can make a nomination or be

nominated. Request a nomination form by contacting the Alumni Office at alumni.fsw@utoronto.ca or 416-978-4437.

To be included on the official slate of nominees, nomination forms must be received in hard copy at the Alumni Office by 5 pm, April 30th. You can also nominate someone in person at

the Annual Meeting, as long as you have the nominee's written consent.

Nomination forms should be sent to:

Factor-Inwentash Faculty of Social Work Alumni Association
246 Bloor Street West
Toronto, ON M5S 1V4
Attention: Nominating Committee

Call For Nominations

“ I apply Solution Focused Coaching in everything I do. ”

Al Dawson, *Tim Hortons District Manager*

A Game Changer

Tim Hortons District Manager Al Dawson has completely transformed the way he works because of Continuing Education's Solution Focused Coaching program.

"I apply Solution Focused Coaching in everything I do," says Dawson, who works with twenty-eight Tim Hortons restaurants, from Port Hope to Belleville. "All day, every day. I even think differently now. I use it in one-on-one situations and small groups and it is having an effect on an organizational level. We are revamping our performance management tools to make the evaluation process more solution focused."

Much of Dawson's job involves responding to problems. Because of the techniques and skills he's learned, he initiates solution-building conversations that lead to collaborative decision-making.

"It used to be," he says, "people would come to me with their problems and I'd tell them what to do. Very often, it wasn't what they wanted to hear. Now, I ask them what they want instead. Once we determine that, I ask what they need in order to get there and we discuss strategies. They come up with the solutions and I spend my time celebrating successes, not stressing about what's wrong."

"This kind of coaching moves away from problem-focused interventions," says program director Haesun Moon. "Away from the belief that diagnosing a problem will provide a solution. Instead, you look at what's already working, what's wanted and what's possible. And usually it is enough to get their eyes shining with hope again."

The cutting edge program is attracting professionals from the corporate and nonprofit sector, as well as from social work and the health sector. Because Solution Focused Coaching is organized around participatory modules, participants learn by practising essential skills in different contexts.

"The learning map comes from the people who are attending," Moon says. "We uphold a philosophy of action learning in which 'believing is seeing' and 'doing is knowing.' Usually, after one module, people experience foundational qualities of coaching that they can readily apply in their workplace and personal lives."



A New Vision for HIV Research

Informed consent by participants is an integral part of any ethical research activity. That consent is particularly essential when it comes to testing new forms of HIV prevention among clinical trial participants from the poorest populations in the world.

For the last ten years, professor Peter A. Newman's research has focused on pushing forward the idea that we can't sustain HIV clinical trials without meaningfully engaging trial participants and local communities. An HIV vaccine is a global health priority, among the top United Nations Millennium Development goals: 2.7 million people were newly infected with HIV (7,400 each day) and 1.8 million died in 2010 alone.

Now Newman's leading a team of international scientists with a \$3.5 million grant to investigate social issues related to HIV vaccine research and planning for future challenges of an approved vaccine. The CHVI (Canadian HIV Vaccine Initiative) Team in Social and Behavioral Research on HIV Vaccines is funded by the Canadian Institutes for Health Research in collaboration with the Federal Government and the Bill and Melinda Gates Foundation.

The research team is based in Canada, South Africa and India. They will work with some of the most vulnerable communities in the world – where people are suffering the greatest burden of the disease – to address the key challenges that arise in ensuring that consent to participate in HIV vaccine trials is fully informed and voluntary.

The goal is to advance methods to increase research literacy and meaningfully engage communities in HIV clinical trials. They plan to develop an intervention that will help communities and individuals to make informed decisions about participating.

Newman's team is part of an extraordinary global collaboration of researchers working together to accelerate the development of safe, effective and accessible HIV vaccines. "The idea," says Newman, "is to create something new and exciting. This collaboration is a truly co-ordinated approach that brings together social and biomedical researchers and clinical trial specialists from around the world for one common goal."

"Our study focuses on communities in South Africa and India," says Newman, the Canada Research Chair in Health and Social Justice at the Faculty, "two countries with the most people living with HIV in the world, where people do not have access to the treatments and prevention that we have. In South Africa, we're working with young people, straight and gay, who are poor and mainly black. In India, we are working with gay men and other men who have sex with men. These are among the populations for whom an HIV vaccine is most sorely needed."

The Canadian arm of Newman's research, including assistant professor Shelley Craig, his post-doctoral fellow Carmen Logie (PhD 2011) and doctoral student Sophia Fantus, will focus on training opportunities for junior investigators, frontline service providers and new investigators, including graduate students. A project of this magnitude and scope requires an enormous administrative side. To support the project's administration, the Faculty matched funding provided by the U of T provost's major research management fund.

Newman has also received new funding from the Canadian Institutes of Health Research for an additional project. The first of its kind in the developing world, his Thailand-based study will engage communities most at risk of HIV in designing and developing new prevention technologies that are tailored to their needs.

Newman's research – in South Africa, India, Thailand and Canada – addresses one of the most urgent global issues of our time. It is a major step forward in the international research now being conducted at the Faculty and reflects one of the key directions articulated in the Faculty's new Academic Plan.