

## HUMAN SERVICES MANAGEMENT AND LEADERSHIP FIELD OF STUDY 2020-21

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**FIELD (MSW) Coordinator:** Prof. Micheal Shier [m.shier@utoronto.ca](mailto:m.shier@utoronto.ca)

**Core Faculty List:** Prof. Micheal Shier

### Required Course Offerings for Human Services Management and Leadership

[SWK 4425H](#) Human Services Management and Leadership

[SWK 4426H](#) Financial Management and Leadership in Human Service Organizations

[SWK 4427H](#) Human Resource Management in Human Service Organizations

[SWK 4515H](#) Research and Quality Improvement in Human Service Organizations

Two half-credit graduate level electives

[SWK 4702Y](#) Social Work Practicum II

**MSW Program with Advanced Standing complete the above courses plus**, the compulsory course:

[SWK 4510H](#) Research for Evidence-Based Social Work Practice. SWK 4510H must be completed before taking any of the research courses in this field of study. Students take this course in the first terms of the MSW Program.

### Related Elective Examples\*

[SWK 4642H](#) Special Topics: Seminar on Organizational Change

[SWK 4642H](#) Special Topics: Social Innovation and Social Entrepreneurship in the Human Services

(Note: This is a 5 day intensive course offered in June. Those in the one-year advanced standing program may take the course in the June before the required courses start in September)

[SWK 4646H](#) Special Topics in Human Services Management and Leadership II: Clinical Leadership, Supervision and Staff Development

\* These are examples of electives related to HSML – offered depending on instructor availability

### Practicum Examples\*

Access Alliance Multicultural Health and Community Services

Alzheimer Society of Ontario

BOOST for Kids, Social Work Administration

Canadian Centre for the Victims of Torture

Centre for Addiction and Mental Health

Child Development Institute

Children's Aid Society

City of Toronto Anthony Perruzza's Office

Family Service Toronto

JACS - Jewish Addiction Community Service

Ministry of Attorney General-Supervised Access Program

Ministry of Community and Social Services, Ontario Works

\*These are examples of practicums – offered most years but not every year depending on supervisor availability

### **Career Prospects:**

The goal of the Human Services Management and Leadership field of study is to train the next generation of leaders in the social sector, broadly defined. The trajectory of graduates will depend in part on their previous work experience, skills and stage. While graduates with less experience may work as research director, project administrator, supervisor, consultant, manager, campaigner, team leader, grant writer, policy analyst, or fundraiser it is expected they will continue to develop management skills and advance to more senior positions, including Executive Director, CEO, CFO, board member, and senior manager of existing service delivery nonprofits, or to start organizations of their own to better address persistent and emerging social needs. Many students will work in the non-profit or third sector, while others will work in public (health/education/social welfare), academic or the private sector, or move between sectors.

### **FAQ's:**

#### **When do I declare my field of study?**

- **Year 1 of 2-year MSW Program:** Submit your form to the Registrar, normally at the beginning of February <http://socialwork.utoronto.ca/current-students/forms/>
- **Advanced Standing MSW Program:** Indicate field of study when applying for admission to the program.

#### **Who do I contact for advice on my field of study selection?**

Your faculty advisor. Advisors are assigned to students by the Associate Dean, Academic's Office. Notification is by e-mail at the start of September. If you do not know who your advisor is, e-mail [associate.deanfifsw@utoronto.ca](mailto:associate.deanfifsw@utoronto.ca)

#### **Can I take core courses offered in other fields of study to count as my electives?**

Students have the option of taking a course from another field of study to count as an elective if there is room in the course after students in the field have enrolled. Check with the Faculty Registrar [sharon.bewell@utoronto.ca](mailto:sharon.bewell@utoronto.ca) to see whether there is space in another course prior to the start of the term the course is offered. Typically, we will know if there is room in a course by the end of July for Fall Session courses and by the end of November for January Session courses.

#### **What competencies can I expect to gain from this field of study?**

Students in Human Services and Management can expect to gain the skills, values, and knowledge required to assume the role of supervisors, managers, executive leaders, and administrators in the not-for-profit sector. The not-for-profit sector is primarily responsible for the delivery of social services in Canada. The program was collaboratively created and is jointly taught by community leaders who aid in developing student's capability to manage social service agencies. Specifically, students will gain competencies in human services leadership, navigating financial and service delivery systems, engaging effectively in partnerships within the nonprofit sector and across sectors with for-profit and government organizations, strategic planning, financial and human resources management, and assessing social outcomes and social impact through program evaluation. Special topic electives aid in developing competencies that will aid learners in how to create organizational change and promote organizational development, along with engaging in socially innovative efforts, creating social enterprises, and embarking on other social entrepreneurial efforts.