

**School of Social Work  
Lakehead University**

***MSW PROGRAM  
APPLICATION GUIDE***

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## TABLE OF CONTENTS

1. INTRODUCTION .....	3
2. PROGRAM DESCRIPTION AND SCHOOL MISSION .....	4
3. ADMISSION .....	7
(a) ADMISSIONS ADVISORY SERVICE .....	7
(b) ADMISSION REQUIREMENTS.....	7
4. APPLICATION PROCEDURES .....	7
(a) SUMMARY, DATES AND CONTACTS OF APPLICATION PROCESS .....	7
(b) CHECKLIST .....	8
(c) GUIDELINESS FOR WRITING THE STUDY PLAN .....	9
(d) ENGLISH AS A FOREIGN LANGUAGE .....	9
(e) CRIMINAL RECORD CHECK AND PROFESSIONAL SUITABILITY.....	9
(f) SELECTION PROCESS .....	9
5. REGISTRATION .....	10
6. AWARDS, SCHOLARSHIPS AND FINANCIAL AID .....	11
(a) SCHOLARSHIPS, BURSARIES AND AWARDS .....	12
(b) FINANCIAL AID .....	12
7. GRADUATE ASSISTANTSHIPS.....	13
8. FACULTY PRACTICE AND RESEARCH INTERESTS .....	13
9. REFERENCES .....	15

# WELCOME TO THE MSW PROGRAM

## 1. INTRODUCTION

Thank you for your interest in applying to the Master of Social Work Program at Lakehead University.

The School of Social Work established the MSW program in 1992 with a mission to train advanced generalist practitioners for practice in any practice context, northern, rural or urban. By now, there are hundreds of MSW graduates of Lakehead University working across Canada doing clinical practice, community development and administration. This includes graduates who have gone on to complete doctoral degrees and are currently teaching in many Canadian universities. We hope that you will soon become one of our MSW graduates.

The Lakehead University Thunder Bay campus is a university both in the north, and for the north. Our natural environment provides a beautiful setting of trees, lakes and wilderness, ideal for year round recreation, retreat and study. The city of Thunder Bay offers a wide selection of social work practice opportunities, cultural and sporting activities, services and shopping.

Lakehead has developed an innovative MSW program that offers a unique learning experience. Our smaller campus and accessible faculty provide a welcoming learning environment, and within the required courses and electives, faculty with diverse skills and expertise provide a strong, broad foundation of knowledge for advanced generalist social work practice. At the same time, students have the opportunity to specialize in an area of interest that is compatible with Faculty expertise and research interests, and to shape their educational experience through their course work, research and practicum.

Students' specialized knowledge is a highly valued resource for faculty and fellow students, and graduate students and faculty become partners in an exciting, mutually rewarding educational process.

We look forward to welcoming you to the rich learning experience of our MSW program.

*Faculty and Staff, School of Social Work*

## **2. PROGRAM DESCRIPTION**

For any additional information, please visit our website: <http://www.lakeheadu.ca/>

Lakehead University offers a graduate program in social work, which emphasizes an advanced generalist practice. Faculty members have expertise in many fields of practice, for example, child welfare, health care, mental health, family services, employee assistance, food security, gerontology, rural health and women's issues. Faculty also have in-depth knowledge and experience in a broad range of social work methods: clinical practice with individuals and families, group work, supervision and administration, community development, social planning and policy analysis. Students are encouraged to use the entire faculty as resources for meeting their learning goals.

As part of the MSW application, students will identify a field of Social Work practice around which to specialize their academic program. Students at Lakehead also have the unique opportunity to enrol in one of the Collaborative Graduate Programs in Gerontology or Women's Studies and/or the Graduate Diploma in Health Services and Policy Research.

The MSW program offers both a practice track (project) and a research track (thesis). Students whose learning goals are primarily advanced clinical practice may choose the practice track, which includes a 450 hour practicum. Students whose learning goals are to conduct independent research or to pursue a career in research, policy development or academics may complete the research track.

Throughout the early months of the program, students will use their course assignments to broaden and deepen their knowledge within that specialization and to begin to plan their project or thesis.

As part of the admission process, aspiring MSW students must start the process of selecting a faculty supervisor who will work with them during their practicum and project or thesis. Faculty supervisors and students become "matched" based on their common academic interests and desire to work together. Students need to be aware that some faculty may be unable to take on additional graduate students during a particular year due to a pending sabbatical leave or previous supervisory commitments.

Students in the Collaborative programs in Gerontology and Women's Studies must have faculty supervisors who are members of their Collaborative program. Adjunct and Collaborative faculty are listed in the Lakehead University Calendar, Master of Social Work entry.

The supervisory "matching" process usually involves several meetings between a student and one or more potential supervisors to discuss common academic interests. This process should begin at the same time as the application process, and students may also discuss their suitability to do either a project or thesis as part of these meetings. Section 8 on page 13 in this document provides current information on research interests and practice areas of the Thunder Bay campus faculty.

All MSW students who are admitted to the program will initially be admitted to the practice/project track. Many students continue in project track if their learning goals are primarily practice-oriented. Their focus is on doing applied research and they want a practicum experience. Students who wish to do a thesis can change to the research/thesis track after they have engaged a faculty supervisor and their supervisor agrees that their research plan is appropriate for a thesis. (The difference between a project and thesis is explained in the table below).

Students in the practice track will do their 450-hour practicum after the completion of their course work. Students in the research/thesis track are not required to do a field practicum as part of their MSW degree.

The timing and structure of the practicum is flexible in order to accommodate the students' learning objectives. The practicum may be done as a "block" or several hours or days a week over a longer period of time. In some cases the practicum may consist of work in more than one setting. It is also possible to do the practicum outside of Thunder Bay or even internationally. The faculty supervisor, with the assistance of the Graduate Field Coordinator, is responsible for assisting the student to organize an appropriate practicum and is also responsible for the student's supervision and evaluation. More information on practicum planning and requirements can be found in the MSW Program Student Guide.

A major feature of the Lakehead MSW program is the integration of the student's chosen practice specialization with their core courses, the field practicum and the master's project/thesis. This provision facilitates maximum integration of the student's educational experience and helps to ensure completion of the program within an optimum time period. All students have two years to complete the MSW program. With hard work and dedication, it may be possible to complete the degree in fifteen months.

**Please review the following chart:**

<b>PRACTICE TRACK (Project)</b>	<b>RESEARCH TRACK (Thesis)</b>
<p>The project provides for scholarly exploration, analysis and critique of a chosen social work policy or practice issue from a social work frame of reference. This process should begin with a review of the relevant literature and current thinking in the chosen area, and lead to the exposition of a position (program, treatment or policy recommendations, for example) or a proposed intervention regarding that issue (including but not limited to) such products as treatment or program manuals and training modules. It may lead to a pilot study and a limited data collection when there is an exploratory question and the need for some preliminary data to guide further research.</p>	<p>The emphasis with the thesis is on the development of a research question or theory which is situated within a tradition of existing knowledge and research and which is then rigorously investigated following procedures from established research traditions. Scholarly exploration and critical analysis are an integral part of this process, but they lead on to the systematic investigation of a question or the testing of a hypothesis, and to the statement of a position, or thesis, which arises from the evidence gathered.</p>
<p>The emphasis for the project is on scholarly thinking and critical analysis.</p>	<p>The thesis is driven by critical inquiry, and typically leads to empirical investigation, or theory testing, through established quantitative and/or qualitative methods.</p>
<p>The emphasis for the project is often more practical, leading to the development of a program or a manual, or a proposed intervention.</p>	<p>The emphasis for the thesis is more theoretical, to rigorously test the effectiveness of a proposed intervention.</p>

<p>The project should demonstrate excellence, and may even be publishable. However, the project does not carry the same burden of originality as the thesis. Its essential purpose may be to further the knowledge of the student in an area of personal interest or to further the interests or knowledge of a particular local group or community, as in the case of developing a resource manual or training module. The materials may be drawn together in a unique way which reflects the interests and needs of that group or organization, but the material may not in itself be an original contribution to collective social work knowledge.</p>	<p>The thesis, in contrast, can be expected to advance our collective knowledge as a discipline. It should make an original and/or significant and/or meaningful contribution to the knowledge base of social work. Like the project, the thesis provides the opportunity to conduct a scholarly exploration of a particular social work issue, but the emphasis is on theory building and the advancement of knowledge based upon argument from evidence.</p>
<p>The project may be, but is not limited to:</p> <ul style="list-style-type: none"> <li>* a critical review in an area of special interest to the student, (for example, of a social work policy or practice, or of a model of intervention), including a review of the theoretical foundations, the value base, the evidence regarding its effectiveness, etc.</li> <li>* a resource, handbook, videotape, workshop or other kind of training module, developed from a sound literature review, and designed to transmit knowledge to an identified population.</li> <li>* a program proposal or a program evaluation.</li> <li>* an empirical study (qualitative or quantitative) which is exploratory or pilot in nature, with a method, with a relatively small number of subjects, or with an unrepresentative sample.</li> <li>* a needs assessment</li> <li>* a small survey</li> </ul>	<p>The thesis may be, but is not limited to:</p> <ul style="list-style-type: none"> <li>* a critical review which leads on to theory building or theory testing.</li> <li>* a critical review which leads to the development of a hypothesis regarding a social work policy or practice, and the testing of that hypothesis</li> <li>* the development of an intervention, followed by the testing or evaluation of that intervention.</li> <li>* the design of a program, and the evaluation of the program's effectiveness.</li> <li>* an empirical study, using quantitative and/or qualitative methods, which is methodologically tight.</li> <li>* a needs assessment which leads to the development of an original program, policy or intervention.</li> <li>* a survey which leads to important service, policy or program development.</li> </ul>
<p>The project is worth one full course credit.</p>	<p>The thesis is worth two full course credits.</p>
<p>The student is required to engage a project supervisor to supervise the work.</p>	<p>The student is required to engage a thesis supervisor who then forms a thesis committee.</p>
<p>The final project report is reviewed by the supervisor and by one additional reader.</p>	<p>The final thesis is reviewed by the supervisor, and by the committee, and finally by an external reviewer, who is recommended by the thesis committee, according to the Faculty of Graduate Studies requirements.</p>

### 3. ADMISSION

#### (a) Admissions Advisory Service

**A comprehensive list of Frequently Asked Questions (FAQ) concerning the MSW Degree at Lakehead University may be found on the School of Social Work's website.**

An admissions advisory service is available to prospective applicants seeking additional information on the MSW program. Direct inquiries should be made by e-mailing the School of Social Work at [social.work@lakeheadu.ca](mailto:social.work@lakeheadu.ca) or by calling (807) 343-8576.

The Graduate Co-ordinator for the School of Social Work is:

*Dr. Jo-Ann Vis  
School of Social Work,  
Lakehead University,  
Thunder Bay, ON P7B 5E1  
E-mail: [jvis@lakeheadu.ca](mailto:jvis@lakeheadu.ca)*

#### (b) Admission Requirements

Candidates are accepted under University regulations governing the Master's degree provided they also satisfy the School of Social Work requirements and are offered a place in the MSW program.

- **All candidates must hold an undergraduate degree from an accredited university, with at least a "B" average.** (Alternative undergraduate degrees from other disciplines will **not** be accepted).
- All candidates are required to have completed an acceptable full credit undergraduate course in research methodology and statistics.
- Scores from the Test of English as a Foreign Language (TOEFL) are required from applicants for whom English is a second language. A minimum score of 550 is required.
- Preference will be given to MSW candidates who have paid social work practice experience subsequent to receiving the HBSW degree.

For students with non-social work undergraduate degrees, the School of Social Work offers a One Year HBSW program which may be used to gain the basic academic qualification to apply for admission to the MSW program.

### 4. APPLICATION PROCEDURES

#### (a) Summary, Dates and Contacts for Application Process

***The MSW application process is online through the Office of Graduate Studies. All relevant forms are to be completed and submitted to the Office of Graduate Studies no later than February 1st.***

Applications that meet the basic admission requirements are received and reviewed by the School of Social Work Graduate Studies Coordinator. The School's Graduate Studies Committee approves all accepted

applicants on the basis of previous academic standing, study plan, relevant work experience and references to determine if an applicant will be recommended for admission.

A limited number of students are accepted each year.

The Graduate Studies Committee forwards a recommendation for each applicant to the Dean of Graduate Studies who finalizes the official aspects of registration and financial aid. The Office of Graduate Studies also advises all applicants (letter form), of their admission status.

**(b) Checklist**

- ✓ Lakehead University graduate studies application form
- ✓ Supplemental information form
- ✓ References: Each applicant must identify **three** referees who are qualified to evaluate the applicant's social work practice skills and/or academic skills and research potential. (At least one of these referees should be able to provide an academic reference).
- ✓ Study Plan: Please see the detailed guidelines for writing the study plan in section (c) below.
- ✓ Application for Collaborative Gerontology Program, Women's Studies Program or Graduate Diploma in Health Service and Policy Research, if relevant.
- ✓ Official transcripts for all post-secondary studies completed (Lakehead University students are not required to submit official transcripts).
- ✓ Official proof of degree(s). (Lakehead University students are not required to submit an official proof of degree. However, students currently enrolled in Lakehead's One Year HBSW program must submit academic records for previous studies completed and degrees awarded outside of Lakehead University).

For additional information on the application process, please visit the website for the Faculty of Graduate Studies at <http://graduatestudies.lakeheadu.ca>

**(c) Guidelines for Writing the Study Plan**

All applicants are required to submit a study plan which clearly establishes a topic intended for in-depth study related to a chosen practice concentration area including plans for research and the field practicum experience. **This is an important part of the total application process to which careful consideration should be given.**

The study plan is viewed as one measure of the applicant's conceptual abilities and expository writing skills in the admissions process. For those admitted to the program it serves as a beginning blueprint for specialization and the Master's project/thesis experience. A document of three to six typewritten pages (double-spaced) is suggested. The following questions should be used as a guideline for writing your study plan:

1. What is your preferred field of practice for specialization? Your study plan must connect to a research area of one of the Faculty members. Information on faculty members' research interests may be found in the MSW Student Guide, as well as on page 13 of this Guide.

2. Carefully read the course description for your choice of the Masters project or thesis and indicate as specifically as you can what the topic of your project or thesis would be and how you would plan to go about accomplishing this investigative experience.
3. What kind of field practicum placement would you prefer? What are your reasons for this choice?
4. How do you see your area of specialization, your practicum and project or thesis as forming an integrated educational experience?
5. Your Study plan must include a projected timeline for completion of the program. In this plan include information about hours of employment (if relevant), your plan for completing a practicum, whether you are requesting to accept a Graduate Assistant position, schedule for completing courses and when the project or thesis will be completed.

**Your study plan will be carefully evaluated by the Admissions Committee for clarity, specificity, conceptualization and feasibility. Based on the Study Plan, Faculty may recommend registration in either the full-time or part-time program.**

**(d) English as a Foreign Language**

Scores from the Test of English as a Foreign Language (TOEFL) are required from applicants for whom English is a second language and who cannot verify having studied in an English language school system for more than three years. The minimum scores are as follows:

- Paper based – Minimum score: 550 (no component score less than 50)
- Computer based – Minimum score: 213 (no component score less than 17)
- Internet based – Minimum score: 80 (no component score less than 19)

**(e) Criminal Record Check and Professional Suitability**

Please be aware that all MSW students admitted to the School of Social Work at Lakehead University must be able to provide a clear Criminal Record Check on request, for reasons of client safety and professional suitability. Most students will be required to obtain this, including the Vulnerable Sector Search, prior to beginning their field placement, according to the placement agency's requirements. Failure to provide the required Criminal Record Check may compromise the student's ability to complete the MSW program.

**(f) Selection Process**

Applicants who meet basic admission requirements are ranked on the basis of previous academic standing, study plan, relevant work experience, references and overall suitability for advanced study in social work. **Applicants may be offered admission to the program, placed on a waitlist or refused admission, based on these rankings.**

*It should be noted that satisfaction of basic admissions requirements does not guarantee acceptance to the program, and admissions are limited by the number of students that can be admitted to the MSW program each year.*

**5. REGISTRATION**

\*For additional information, please visit the Enrolment Services website:  
<http://registrar.lakeheadu.ca/>

No student is permitted to register as a graduate student in the MSW program until the student's application for admission has been approved and the Offer of Admission has been accepted.

All students are admitted to the practice/project track. Students may later switch to research/thesis track with approval of the School of Social Work. Students wishing to complete a thesis should discuss their research ideas with their academic supervisor.

Graduate students registering for the first time register in September, before the commencement of the fall term.

Students should consult the MSW Program Student Guide, the Lakehead University calendar and the posted timetable when selecting their courses.

### **Registration Status:**

#### **Full Time**

Unlike undergraduate programs, the status of full-time in a graduate program is NOT linked to the number of courses the student has registered in.

To be considered a full time graduate student, the student must:

- identify as a full time graduate student and be considered as a full-time graduate student;
- meet the requirements for admission and progression established by one's graduate program;
- be geographically available and visit the campus regularly. Absences from campus for visiting libraries, doing field work, attending a graduate course at another institution must be approved by the faculty supervisor. If a period of absence exceeds four weeks in any one term, the faculty supervisor must provide written evidence to the Office of Graduate Studies to the effect that the absence has the approval of the Graduate Coordinator/supervisor and Chair/Director of the academic units.

#### **Full-time Students and Paid Work:**

- Many full-time graduate students will be offered graduate assistantships which are jobs paid by the university for working 10 hours per week as a teaching assistant.
- When a full-time student is employed as a Graduate Assistant (10 hours a week), students must not have more than 20 hours additional employment.
- All Graduate Assistants must be available during regular teaching hours to do their required work.
- Graduate Assistants are members of the Canadian Union of Public Employees. The CUPE contract requires that graduate assistants not be employed full-time off-campus

#### **Part Time:**

Under exceptional circumstances, a student may be allowed to complete a Master's program on a part-time basis with the following conditions:

- A student is admitted to the program part-time with the approval of the Faculty of Graduate

- Studies, based on special circumstances, provided at the time of application.
- A part-time student may take no more than one full course equivalent (FCE) for credit per calendar year (12 months)
- Part-time students are expected to complete all requirements within a **minimum** of fifteen terms (five years) of continuous part-time registration.
- Part-time students will not be considered for financial support from the University.

### Continuance of Registration

All graduate students must be registered in each term in which they are engaged in course work, practicum, project or thesis preparation, including the term in which graduation is anticipated.

For graduate students the calendar year is divided into three terms:

Fall term (FA)	(September-December)
Winter term (WA)	(January-April)
Spring/Summer term (GA)	(May-August)

Each term is approximately 13 weeks.

Students are required to pay the appropriate fee for the term (or year) in which they are registered. Continuance fees will apply only when the student exceeds the allowable period of study. Students who have not maintained continuous registration will be required to register and pay any outstanding fees before they will be approved to graduate.

### Time to Completion:

University regulations govern the maximum length of time students have to complete the MSW program.

- two years full-time
- six years part-time

All graduate program fees are assessed according to university regulations and negotiated directly with the Accounts Department. The School of Social Work has no involvement in assessing tuition or continuance fees.

## **6. AWARDS, SCHOLARSHIPS AND FINANCIAL AID**

\*For additional and updated information, please visit the Faculty of Graduate Studies website at <https://www.lakeheadu.ca/academics/graduate>

**(a) Scholarships, Bursaries and Awards**

Scholarships are intended for students with an A or high B (78%+) standing. Bursaries are intended to assist student in financial need. Awards have a variety of criteria.

There are internal university awards, discipline specific awards, external awards and bursaries. For further information regarding awards, scholarships and financial aid, consult the Lakehead University Calendar or the Office of Graduate Studies. The current year awards are listed in the Lakehead University calendar and on the website.

Financial Aid is available for International Students, however, as the conditions of an international student's Visa restrict their employment options, it is extremely important that international students have access to sufficient finances prior to enrolling in the graduate program.

Submit all applications for awards, scholarships and bursaries to:

Faculty of Graduate Studies, Lakehead University  
955 Oliver Rd.  
Thunder Bay, Ontario, P7B 5E1  
Phone: (807) 343-8785  
Fax: (807) 346-7749

Note: The Northern Ontario Grant Assistance Program also has available grants for students who are registered in a Master's or Doctorate program in Social Work. Please go to <http://www.nogap.on.ca/> for more information.

**(b) Financial Aid**

Ontario Student Assistance Program provides financial aid to graduate students. For more information consult the OSAP application and guide for available in the Financial Aid Office.

**7. GRADUATE ASSISTANTSHIPS**

\*For additional information, please visit the Faculty of Graduate Studies website at <https://www.lakeheadu.ca/academics/graduate>

**Conditions**

Most full time graduate students are eligible to receive a graduate assistantship (GA). The School of Social Work has been allocated a fixed number of Graduate Assistantships by the university and these are offered to incoming students through a letter from the Office of Graduate Studies. Students may be offered admission to the MSW without a Graduate Assistantship. Students may also be offered a .5 graduate assistantship. Students admitted without a GA and who wish to receive one later in their program should make this known to the Graduate Coordinator. Students who received a Graduate Assistantship in year one have first priority to receive one in year two.

The value of the graduate assistantship is set annually and is paid to the student in exchange for duties which amount to an average of 10 hours per week for a total of 270 hours. A Graduate Assistantship may be held for a maximum of four full-time terms of graduate work, normally over a two-year period, not

necessarily concurrently. All students holding a graduate assistantship are considered employees of Lakehead University; as such they are a member of the Canadian Union of Public Employees (CUPE) - Local 3905. The CUPE Local 3905 Collective Agreement and information on your benefit package are available on the internet. Please go to the Human Resources website at <http://hr.lakeheadu.ca/> and click on collective agreements. There you will find collective agreement and benefit information, etc.

## 8. FACULTY PRACTICE AND RESEARCH INTERESTS

<p><b>Dr. Keith Brownlee</b>  <i>Professor</i>  Office: 343-8575  <a href="mailto:kbrownle@lakeheadu.ca">kbrownle@lakeheadu.ca</a></p>	<ul style="list-style-type: none"> <li>• Families and children</li> <li>• Clinical social work</li> <li>• Family Therapy</li> <li>• Strengths-based social work</li> <li>• Rural and northern social work</li> <li>• Aboriginal social work</li> <li>• Social work research</li> </ul>
<p><b>Dr. Lida Fan</b>  <i>Associate Professor</i>  Office: 343-8969  <a href="mailto:lfan@lakeheadu.ca">lfan@lakeheadu.ca</a></p>	<ul style="list-style-type: none"> <li>• Evaluation of social programs</li> <li>• Theories and methods for policy analysis and evaluation</li> <li>• Poverty and inequality in Canada</li> <li>• Public health care, preventive health care</li> <li>• Social and economic determinants of utilization of health care</li> <li>• Determinants and consequence of internal migration</li> <li>• Migration of Canadian Aboriginal peoples to the city</li> </ul>
<p><b>Dr. Jodie Murphy</b>  <i>Associate Professor</i>  Office: 766-7270  <a href="mailto:jlmurph1@lakeheadu.ca">jlmurph1@lakeheadu.ca</a></p>	<ul style="list-style-type: none"> <li>• maternal and child health</li> <li>• neonatal abstinence syndrome</li> <li>• fetal alcohol spectrum disorder</li> <li>• mental health and addictions</li> <li>• intimate partner violence</li> </ul>
<p><b>Dr. Raymond Neckoway</b>  <i>Associate Professor</i>  Office: 343-8417  <a href="mailto:rneckowa@lakeheadu.ca">rneckowa@lakeheadu.ca</a></p>	<ul style="list-style-type: none"> <li>• Attachment theory</li> <li>• Aboriginal parenting</li> <li>• Urban migration</li> <li>• Dual relationships</li> </ul>

<p><b>Dr. Connie Nelson</b>  <i>Professor</i>  Office: 343-8447  <a href="mailto:cnelson@lakeheadu.ca">cnelson@lakeheadu.ca</a></p> <p><b>Websites:</b> <a href="http://www.fsrn.ca">www.fsrn.ca</a> and  <a href="http://www.connie.nelson.ca">www.connie.nelson.ca</a></p>	<ul style="list-style-type: none"> <li>• Complexity Theory</li> <li>• Contextual Fluidity Practice Approach</li> <li>• Social innovation and leadership for Complex challenges</li> <li>• Quantitative and Qualitative Research Approaches, Designs and Methodologies</li> <li>• Community Capacity Building (re community development)</li> </ul>
<p><b>Dr. Marg McKee</b>  <i>Director and Associate Professor</i>  Office: 343-8736  <a href="mailto:marg.mckee@lakeheadu.ca">marg.mckee@lakeheadu.ca</a></p>	<ul style="list-style-type: none"> <li>• Reflective practice</li> <li>• Qualitative research</li> <li>• Participatory action methodologies</li> <li>• Counselling &amp; psychotherapy</li> <li>• Women's issues</li> <li>• Northern practice issues</li> <li>• Psychosocial issues in cancer</li> <li>• Death &amp; dying; end of life care</li> <li>• Gerontology</li> </ul>
<p><b>Dr. David Tranter</b>  <i>Associate Professor</i>  Office: 343-8737  <a href="mailto:david.tranter@lakeheadu.ca">david.tranter@lakeheadu.ca</a></p>	<ul style="list-style-type: none"> <li>• Conflict resolution</li> <li>• Mediation</li> <li>• Alternative dispute resolution</li> <li>• Organizational conflict</li> <li>• Violence</li> <li>• Trauma</li> <li>• Gender roles</li> <li>• Masculinity</li> <li>• Cross cultural issues/conflict</li> <li>• Social constructionism</li> </ul>
<p><b>Dr. Jo-Ann Vis</b>  <i>Associate Professor and Graduate Coordinator</i>  Office: 343-8971  <a href="mailto:jvis@lakeheadu.ca">jvis@lakeheadu.ca</a></p>	<ul style="list-style-type: none"> <li>• Trauma</li> <li>• Families and children</li> <li>• Social work ethics</li> <li>• Family therapy</li> <li>• Organizational health</li> <li>• Strength based practice</li> <li>• Qualitative research</li> </ul>

## REFERENCES

Canadian Union of Public Employees. Benefit details.  
<http://www.cupe3905.lakeheadu.ca/?s=Graduate+Assistant>

Lakehead University Course Calendar  
<http://navigator.lakeheadu.ca/Catalog/ViewCatalog.aspx?pageid=viewcatalog&loaduserredits=False/>

Lakehead University Graduate Studies  
<https://www.lakeheadu.ca/academics/graduate/programs/masters/social-work/node/7255>

Ministry of Education and Training. Ontario Student Assistance Program Application and Guide.  
<https://osap.gov.on.ca/OSAPPortal>