

Case Study Higher Education

University /
College Restructuring



Restructuring the College of Social Work within the Largest University for Women in the GCC

BACKGROUND

According to the figures released by the General Statistics Department in a GCC country, the number of females who work in the public sector has steadily increased over the past decade. It is expected that the demand for social workers will continue to increase in the country over the next 5 years. The expected rise is primarily attributable to the much greater range and intensity of social service needs. Thus, the new policies by the Ministry of Justice that require social workers in tribunals, as well as the national policy on social affairs that encourages and funds local development programs will be a further stimulus that only increase the demand for social workers. Currently, schools and teaching institutions offer the highest percentage of job opportunities in the country for social workers as 85% of females work in the education sector.

EXECUTIVE SUMMARY

Client Challenges

As of the 2011-2012 academic year, the College of Social Work at the largest university for women in the GCC ("University") had only one degree program and housed in one department. The program had 1,251 students as of the 2011-2012 academic year, 85 faculty members at all ranks. The College had graduated an average of 340 students per year, between 2008 and 2012.

Our Solution

- It was crucial to restructure the College of Social Work by including practice - based programs that respond to the market needs in the areas of health, childcare, law, and clinical practice.
- Assigned a new name "Applied Social Sciences" to the College which reflected more accurately the proposed programs and certificates.
- Investigated the possibility of integrating existing courses in the new programs.
- Recommended the establishment of new
 - a) minors
 - b) undergraduate degree programs
 - c) post-graduate certificates/ diplomas
 - d) graduate programs

Our Intervention's Impact

The impact of LAU Consult's restructuring recommendations is:

- Introducing four new undergraduate degree programs in the domain of applied social sciences
- Establishing four new minors in the area of Social Work
- Establishing post-graduate certificates/diplomas
- Establishing graduate programs including a Master program in Clinical Social Work and a PhD program in Social Work

Restructuring outcomes:

- **Renaming the College as the College of Applied Social Sciences**
- **Introducing new undergraduate and graduate degree programs in the domain of applied social sciences**
- **Introducing new minors and post-graduate diplomas**

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IN FOCUS

Key Client Challenge

There was a need to restructure the College of Social Work at a university for women in the GCC.

Our Solution

- Recommended renaming the College of Social Work as the College of Applied Social Sciences. The new name reflected the multidisciplinary nature of the College while emphasizing the practice-nature of the new programs

Under the new structure, LAU Consult recommended:

- Establishing four new minors in the area of Social Work. The proposed minors were:
 - School Social Work
 - Psychology
 - Mental Health
 - Gerontology
- Introducing four new undergraduate degree programs in the domain of applied social sciences in addition to the current Bachelor of Arts in Social Work. These included:
 - Bachelor of Arts in Clinical Social Work
 - Bachelor of Arts in Social Welfare and Administration
 - Bachelor of Arts in Child and Family Studies
 - Bachelor of Arts in Social and Community Health
 - Other degrees could have been explored through feasibility study such as sociology, development studies and practice, criminology, and family & interpersonal communication
- Establishing post-graduate certificates/diplomas that could set the foundation for future graduate programs. The following certificates were proposed:
 - Islamic Sharia Law
 - School Social Work
 - Clinical Social Work Practice
 - Global Health
- Establishing graduate programs including a Master's program in Clinical Social Work and a PhD program in Social Work
- Preparing a complete file for each program based on the National Commission for Academic Accreditation & Assessment (NCAAA) standards including:
 - Program mission, objectives and outcomes
 - Program context
 - Program structure
 - A 3-year cyclical program review plan that integrates a 3-year assessment plan in the process including instruments, curricular matrix, and reporting mechanism
 - Detailed course contents based on the NCAAA template

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