

Course Code, Course Name

SOWK 225 - Social Work in Organizations

3 Credits – 3 hours per week

Course Description

This course will assist students in identifying and understanding the role of social workers as managers within many types of organizations. Students will learn the importance of administration in organizations that provide social services and the relationship between services and the implementation of various policies. The course will also examine the structure and function of organizations, and the issues of development and change. Students will observe and comment upon the issues addressed by multicultural organizations and the challenges that staff in these organizations face. They will be able to understand the major functions of management and their relevance. Questions surrounding values and ethics in the workplace will be addressed. Attitudes and issues relevant to social work will also be examined in light of the different responsibilities of the social work manager.

Pre and Co-requisites

Prerequisites and/or co-requisites: See course calendar

Course Learning Outcomes (CLOs)

Upon successful completion of this course, the student shall be able to:

- Describe the Canadian context in which different organizations have developed and are continuing to evolve.
- Define the continuum of organizational structures and relevant planning processes.
- Begin to recognize the interaction between skills, worldview, and organizational dynamics in assessing organizational fit.
- Identify the skills, values, and knowledge necessary to both provide competent services to diverse clients as well as work in a multi-cultural context.
- Be able to explain the difference between management and leadership.
- Demonstrate an awareness of various management and leadership theories and practices.
- Identify personal strengths and areas for growth and begin to explore their personal leadership framework.

Evaluation

Assessment Type	Percentage
Written Assignment	15%
Group Presentation	25%
Mid-Term Exam	30%
Final Exam	30%

A grade of C- is required for progression or transfer.

Written Assignment: Reflective writing assignments are an opportunity for students to assess, analyze, and review their learning and personal growth as they enter the Human Services field. Utilizing readings, classroom discussion, course content, and personal experience, respond to 5 of the reflection questions listed on the PowerPoint slides for Chapters 1 – 5.

Students will receive written instructions in class. Due March 2, 2026. Weight: 15%

Midterm Exam: This will be a 3-hour, in-class midterm exam covering Chapters 1 – 5 in the textbook and any other additional material covered in class.

In-class midterm exam on February 23, 2026. Weight: 30%

Group Presentation: Students will work in assigned groups of 4-5. Each group will pick a current social issue demonstrated in the Municipality of Wood Buffalo and create a human services agency/organization that is aimed at addressing the chosen issue. Presentations cannot directly discuss an existing agency. Groups **MUST** have their social issue approved by the instructor.

Students will receive written instructions in class. Due March 23, 2026. Weight: 25%

Final Exam: Exam date TBA (final exam period April 17th to 24th). Weight is 30%

Course Completion Requirements

A grade of C- is required for progression or transfer.

Grading Scale

4.0 Grade Scale	Alpha Grade	Percentage Grade
4.0	A+	93-100
4.0	A	85-92.9
3.7	A-	80-84.9
3.3	B+	77-79.9

3.0	B	74-76.9
2.7	B-	70-73.9
2.3	C+	67-69.9
2.0	C	64-66.9
1.7	*C-	60-63.9
1.3	D+	55-59.9
1.0	D	50-54.9
0.0	F	0-49.9

Land Acknowledgement

We respectfully acknowledge that Keyano College is on Treaty No. 8 Territory, the ancestral and traditional territory of the Cree, Dene, and Métis people.

Review Date: November 26, 2024

Every effort has been made to ensure that the information in this course outline is accurate at the time of publication. Keyano College reserves the right to change courses if necessary to ensure that course content remains relevant. In such cases, the instructor will give the students clear and timely notice of the changes.

Keyano College reserves the right to modify the syllabus, curriculum, or schedule of any course/program or to cancel a course/program entirely at any time and for any reason. Such changes may be necessary due to unforeseen circumstances, regulatory requirements, or to ensure the highest quality of education.

Students will be notified of any significant changes as soon as possible. Keyano College is not responsible for any inconvenience or disruption caused by these changes. It is the students' responsibility to stay informed about any updates or modifications to their courses.

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