

Comment on Implementation of Recommendations  
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Overall serious attention has been paid by the department to recommendations and notable changes have been made to improve the department. However, the response is *puzzling* and *troubling* in that it does not include a response of the university to the recommendations. The response gives the impression that the department is its own independent entity – a fish floundering in a tumultuous sea. This supports the committee's impression from our site visit. In response to recommendations addressed to the university the response notes that the department agrees with our recommendations to the university regarding budgeting and hopes that the university will take note. Yet we did not get a response from the university. The department and university should be required to give a unified response. It's also of notable concern the attempt to involve the committee in the apparent internal organizational strife.

A few notes: The responses read somewhat defensive and we would like to encourage the department to take another look at the recommendations, which we believe can be helpful. We recommended e-learning for appropriate courses, thus we would suggest a review of courses to see which courses might be appropriate for e-learning. We did not advocate teaching all social work courses on line. We were given syllabi to review and some of them clearly needed updating, thus we suggest that despite efforts to keep syllabi updated, some additional attention is needed. Regarding the students desire for greater flexibility of course schedule, we note that other universities have been able to afford the students this flexibility to by using e-courses.

We recommended "Reduce committee work of faculty members. Critically examine the tasks performed by each committee to determine if the committee is necessary." The response notes a reduction in the number of meetings and size of committees, this is encouraging. However the critical review was apparently not conducted and should be encouraged.