

The Social Work Profession

In Critical Demand or Crisis: The Identity of the Social Work Profession

Kathy Hogarth, Ph.D. and Rachele Ashcroft, Ph.D.
School of Social Work Renison University College, University of Waterloo

Abstract

Social work as a profession in Canada spans many decades and can be dated back to 1927 when professionalization was established through the Canadian Association of Social Workers or may even be traced further back to 1914 when the formal training of social workers began at University of Toronto (Hick, 2010). Despite its long history, and like most other professions, there still exist core issues within the profession which need to be addressed. The purpose of this paper is to identify critical issues in the profession of Social Work. Foremost among these issues is social work's identity and relevance in today's society. We contend that identity and relevance are not dichotomous entities but are intricately linked. If the profession social work is to remain relevant, we must grapple with and solve some of the identity issues at large. The exploration of social work's identity will be undertaken within the framework of a comparative analysis of social work and psychology.

Key Words: Professional identity; relevance of social work

Introduction

The profession of social work in Canada can be dated back to 1914 when the first formal training of social workers began at the University of Toronto (Hick, 2006; OASW, 2011). Despite its long history, and like many professions, there still exist core issues within the profession that need to be addressed (Gibelman, 1999; Mellin, Hunt & Nichols, 2011). The introduction of the Psychotherapy Act as well as continued changes in the political landscape of Canada, call into question the relevance of social work as a profession. The aim of this paper is to identify and explore critical issues in the profession of social work. Foremost among these issues is social work's identity and relevance in today's world and particularly in relation to psychology. We do not believe identity and relevance are dichotomous entities but they are intricately linked. Hence, if social work is to remain relevant it must grapple with and come to resolution of the identity issues at large.

When we speak of social work's identity we are referring to the distinctiveness of social work as a profession and what sets it apart – primarily psychology and its related streams. When we speak of social work's relevance we are referring particularly to the expressed need for the distinctiveness of social workers. As a doctoral student in social work holding two master's degrees in psychology, the first author observed some striking overlaps between the two professions which caused some struggles in identifying what was unique to social work. The desire to understand the areas of convergence and divergence between these two professions resulted in the exploration and comparative analysis presented within this article. Questions that emerged included: What title should be used when one is both a psychologist and a social

worker? Which profession takes precedence in one's identity alignment? Can someone be a social worker without an MSW and only a PhD?

In contrast, the second author completed a BSW, MSW, and was in the process of finishing doctoral work in social work when this article was written. Despite being entrenched in the profession of social work, issues of identity and role have emerged in practice. For example, as a social worker in interdisciplinary health settings, colleagues from other professional backgrounds sometimes had roles that intersected with social work. Thus, whether someone has recently arrived to the profession of social work or has a longstanding history in the profession, issues surrounding professional identity emerge. In this paper the authors will position the discourse on social work's identity and relevance as a necessary exploration. Such an investigation will be conducted by means of a comparative analysis of social work and psychology, given their relatedness and the authors' experiences in both disciplines.

Grappling with professional identity

Examination and debates in social work about professional identity, status, and scope of practice have persisted since the earliest days of the profession. According to Payne (2007), "the concern about social work's identity is not just a modern phenomenon; it has been going on for as long as the term 'social work' has been in use" (p. 30). Gibelman (1999) provides a thorough overview of internal and external professional identity issues that have surfaced in the past, at the time of her article, and expectations of what she saw for future challenges regarding social work's struggles with professional identity. Thus, there are numerous examples of social workers grappling with professional identity issues throughout history. Professional issues within the literature encompasses a broad scope including: struggles to define philosophy and identity (Abbott, 1995; Baylis, 2004; Hopps, 2000), employment context shaping functional tasks (Titmuss, 1954) the impact of organizational structures (Nathan & Webber, 2010; Neuman, 2003), the effects of cost containment policies (Dziegielewski & Holliman, 2001), the impact of shifting labour markets (Healy, 2004), disagreements around scope and boundaries (Hugman, 2009), technological impacts (Pecukonis, Cornelius & Parrish, 2003) and even questions that explore whether social work is even a true profession (Bar-On, 1994; O'Neill, 1999).

Although it may seem redundant to have such lengthy conversations about social work's professional identity and role, it is necessary. Such discussions ensure that social work continues to remain relevant and responsive to changing sociopolitical and economic environments by way of our goals, priorities, and intervention strategies (Gibelman, 1999). Thus, this article aims to contribute to the ongoing conversation to foster further critical reflection on social work's professional relevance and identity particularly in relation to psychology. By examining the historical background of social work and psychology, we aim to increase the understanding of how the professions emerged and the points at which some of the similarities and subsequent identity diffusion occurred.

The historical background of social work and psychology

The birth of the professions of social work and psychology are not similar. Social work emerged in response to those ravished by poverty, taking up advocacy for change in social policies and social conditions on their behalf (Lundy, 2004). The emergence of modern day psychology on the other hand is largely attributed to Wilhelm Wundt's work with experimental psychology and evidence-based research (Pillsbury, 2005). While the historical backgrounds may be different, there appear to be vast similarities in ideologies and practices.

As the two professions evolved, lines of similarities began to emerge. For instance, some in the profession of social work saw the need to establish evidence-based practice (Hall, 2008), while psychology extended more into the area of social justice and advocacy (Prilleltensky and Nelson, 2002; Vera & Speight, 2003; Goodman, Liang, Helms, Latta, Sparks, & Weintraub, 2004). In the 1950s and 1960s, community psychology began to emerge. It represented a shift away from socially conservative, individual focused practices into a progressive period concerned with issues of public health, prevention and social change after World War II (Dalton, Elias & Wandersman, 2001). This new social change agenda placed psychology and social work in the same domain and increased practice similarities between the two professions. In the practice of both psychology and social work there is now a focus on the micro, meso, and macro levels of analysis.

The therapeutic domain offers another similarity between the two professions. The bulk of psychology discourse promotes therapeutic strategies. Clinical and counseling psychologists are specially trained in understanding, preventing, and relieving psychologically-based distress or dysfunction and to promoting subjective wellbeing and personal development (Plante, 2005). The shift to employing more psychological analyses in social work practice using Freudian thought occurred in the 1920's. According to Hick (2002), "social work shifted from a concern with the societal context to a concern with a person's psychological make-up as the source of the problem (p. 47). Although some social workers may also provide a variety of services generally focused on social problems, their causes and solutions, social work training, outlook, and methodologies are quite different than that of psychologists. This distinction is most clearly seen in social work's emphasis on person-in-environment fit which is not a prominent feature of psychology

Both professions are strongly influenced by ideological lenses, though the make-up of these lenses differs. Psychology emerged from a positivist paradigm concerned with scientific methods and empirically sound research (APA, 2012). As the profession evolved, there was a shift to include more constructivist approaches, which focused on other ways of knowing. Social work evolved in the reverse order. Social work began within a constructivist paradigm; however, tensions gradually arose within the profession calling for greater evidence-based practice thus encouraging the shift towards the inclusion of a positivist paradigm. These tensions continue to remain unresolved. The table (Table 1) below depicts, in summary form, some of the key distinctions between social work and psychology. (*Table 1 on next page*).

	Social Work	Psychology
Foundations	Began as an extension of charity work	Experimental psychology (1879)
	Settlement House Movement (1880's)	Research and evidence-based practice
	Charity Organization Societies (1870's)	
	Enforcer of social order	
	In the 1900's research and evidence-based practice added (scientific philanthropy)	
Ideology	Constructivist and some argue for positivist	Positivist: empirical, objective 'value-free'
	Based on humanitarian and egalitarian ideals. Social workers believe in the intrinsic worth and dignity of every human being and are committed to the values of acceptance, self-determination and respect of individuality	Based on the medical model. It defines people in terms of pathology and disorders with a strong commitment to treat
	Governed by self – determination to the degree that such respects the rights of others	Places less value on self-determination
Practice	Ambiguous	Clearly drawn, monitored and defended boundary lines. There is little or no ambiguity in what psychology is and where it starts and ends
	Multiple foci (micro, meso, macro) individuals, families, society	Multiple foci (micro, meso, macro) individuals, families, society
	Focused broadly on social change	Focused mainly on individual level change and social change (community psychology)
	Has a prevention focus	Focuses mainly on treatment but community psychology has a prevention focus
	Focused on transforming the context in which individuals operate	Mainly focused on ameliorating individual problems within the context. Community psychology focused on transformation
	Issues of power and authority (control is justified by public policy)	Issues of power and authority (control is justified by psychologist assessment). Community psychology
	Several branches (IFG, community or integrated) but no clear distinction between them	Several distinctive branches each with their own particular focus for example clinical, social, community, industrial, experimental.

Table 1: Comparing Social Work and Psychology

Though there are striking similarities between the two professions, the scope of practice differs in important ways. Given that psychology is rooted in clinical therapeutic approaches, tensions may arise at the point that social work intersects with this area. However, in a study by Mellin, Hunt & Nichols (2011) that investigated how general therapists distinguished themselves from psychology and social work, the perception was that psychology was more focused on testing, assessing, and research than social work. Interestingly, there was a small group of participants that were unable to identify any differences between psychologists and social workers within the therapeutic domain (Mellin, Hunt & Nichols, 2011). This further highlights the challenges around professional identity relating to the role ambiguity in social work.

From an epistemological perspective there is disagreement among social work scholars about where the profession rests paradigmatically. Some scholars such as Bremner (1956), Gibbs (2003), and Thyer (2008) suggest that social work is inclusive of a positivist epistemology. However, others like Rodwell (1998) suggest that it occupies more of a constructivist space. She notes that “social work values hold that human knowledge is never final or absolute, as does constructivism” (p. 4). Also arguing for social work’s constructivist nature, Lorenz (2004) states that “once social work surrenders to the rationalistic requirements of the system and therefore adopts the dogma of positivism, it becomes set on an instrumental perspective on action and its identity becomes negatively constituted” (p. 151). That being said, social work continues to face challenges in its identity regarding its paradigmatic stance as there is a powerful emphasis placed on evidence-based knowledge encouraging a shift towards evidenced-based practice (Gray, Plath, & Webb, 2009).

Heinonen & Spearman (2006) identify another significant factor threatening the professional identity of social work, role ambiguity. The role ambiguity in social work concerns the dilemmas faced by social workers in the client relationship. While social workers are helpers, they are often expected to enforce rules and regulations in the helping relationship with the client. For example, roles related to social welfare practice have historically been associated with social control (Rodger, 1998). Acting as a helper and a social control agent are two roles that can beat odds with each other. One of the threats of such ambiguity is that the vast diversity of roles may lead to an inability to develop competence (p. 49). The all-encompassing nature of social work means that there are several competing views within the profession, which only adds to its identity crisis.

Another factor that may give rise to social work’s tenuous identity is that it is not a consistently regulated profession in Canada. This is problematic in terms of professional identity. If social workers were to remain in community-based settings where they are the primarily professional, this fact may not be an issue at all. However, engaging in practice, particularly within hospital settings and clinical practice amongst professional interdisciplinary teams contributes to tensions within the profession. For example, social workers within professionalized settings such as hospitals are required by their employer to register with the local social work governing body – even if it is not an overarching professional expectation. Not only is there a lack of consistency with professional regulation, there are longstanding tensions in the profession between those who support regulation and those that do not. This further contributes to the diffusion of professional unity in social work.

Typology of social work

What is to be distinctively social work? Payne (2005, 2007) suggests that social work comprises three distinct elements: the therapeutic, social order, and transformation. Payne (2005, 2007) describes these three fundamental views of social work with each of these views delineating a particular way in which this interplay manifests itself. “Every bit of practice, all practice ideas, all social work agency organization and all welfare policy is a rubbing up of three views of social work against each other” (Payne, 2007, p.12). Although these distinct areas are reflective of social work practice, the emphasis shifts depending on the context and focus of practice.

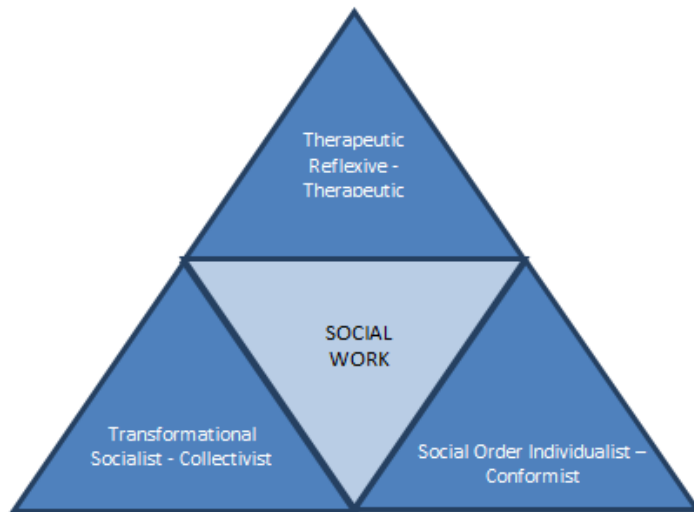


Figure 1: The three views of social work (Payne, 2006)

According to Payne (2007), the therapeutic view conceives of social workers as striving for the optimal well-being of individuals, groups, and communities by encouraging and facilitating growth and self-fulfillment. This view focuses on the interface that takes place between social workers and their clients when the goal of the former is to achieve the wellbeing and growth of the latter. It is through this dynamic interaction that clients then gain power over both their internalized processes and the external world in which they live.

From the social order perspective social work is seen as a component of welfare services to individuals within society (Payne, 2007). Social workers meet individuals' needs by adopting maintenance approaches with intent to assist people during periods of difficulties until time that a state of stability is achieved. According to this view, the aim of social work is to solve people's problems in society by providing help or services thereby facilitating a better individual fit within general societal expectations (p.14, Payne, 2007).

According to the transformational view of social work, transformation of societies is first necessary to benefit the oppressed in a meaningful way. The transformational perspective sees the elites in a society as accumulating and perpetuating power and resources for their own use and benefit (Payne, 2007). This, in turn, oppresses and disenfranchises those who are most disadvantaged. Thus, social workers should strive for more egalitarian relationships in society so that the most disadvantaged within society can obtain power. In this view, social workers embrace the value of equity and believe that individuals cannot achieve personal or social empowerment until large-scale transformations take place. The transformational view asserts that social workers must then, "identify and work out how social relations cause people's problems, and make social changes so that the problems do not arise" (Payne, 2007, p.14).

Although the therapeutic aspect as it relates to striving for the well-being of the client is a foundational idea of social work, making clear what this means appears to be challenging. For example, diagnosis is included as one of social work's functions in the following description:

The scope of practice of the profession of social work, means the assessment, diagnosis, treatment and evaluation of individual, interpersonal and societal problems through the use of social work knowledge, skills, interventions and strategies, to assist individuals, dyads, families, groups, organizations and communities to achieve optimum psychosocial and social functioning (OCSWSSW, 2008).

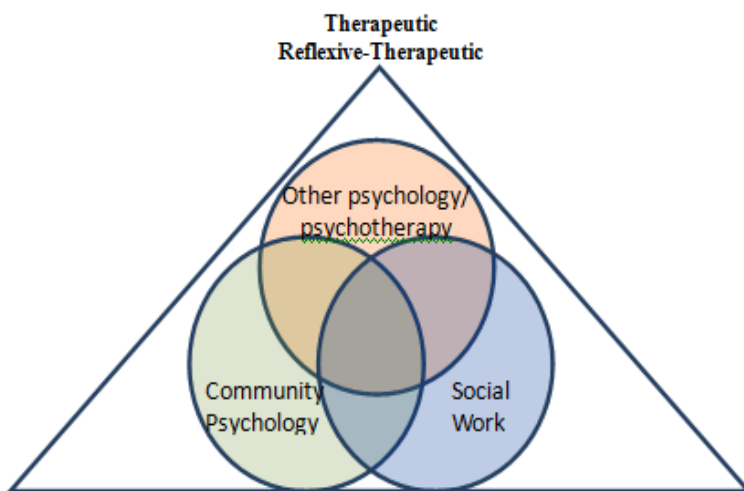
The concept of diagnosis has a lengthy history of controversy in Canadian social work (Turner, 2005). For some, diagnosis refers to a formal series of judgements that provide the foundation for action or inaction with a case. The authors' aim is not to diminish the importance of professional judgment in social work as this is a crucial role and "the hallmark of social work" (Pollack & Rossiter, 2010, p. 160). However, the flipside of the controversy surrounding the use of diagnosis in social work is that it is a term adopted from medicine and gives an impression

that social work is aligned with the use of the Diagnostic and Statistical Manual of Mental Disorders (DSM) to make formal conclusions about pathology (Turner, 2005). If so, the term diagnosis is employed inappropriately and promotes a tension with social work's strength based foundation. Despite the fact that some social workers embrace the term diagnosis, which signifies a formalized approach to judgment, it is concerning that there are "very few social work diagnoses are available for comparison" (Turner, 2005, p. 104). Thus, the ambiguity in language around what social workers actually do contributes to the challenges of identity that the profession faces.

Although important in shaping social work in some contexts, the transformational element is not distinctive only to social work. Transformation features prominently in community psychology as well. Looking at the employment trends of Wilfrid Laurier graduates of the MSW program, the majority indicated that they were involved in some kind of counseling which speaks to the prevalence of some type of therapeutic involvement despite there being some ambiguity of what that might be (Wilfrid Laurier University, 2007). However, data drawn from two hundred and six graduates of Wilfrid Laurier University, between 2003 and 2007 showed that less than five percent of graduates each year indicate involvement in any kind of social or political action or advocacy (Wilfrid Laurier University, 2007). Striving for large scale social transformations and making social changes in order to circumvent problems requires much greater involvement in social or political action or advocacy than what is reported here. However, data from this same study showed that there was an excess of sixty-five percent of new graduates involved in case management activities. Such figures corroborate the contention that social work may not have as large a stake in social or political transformation as perceived.

Where social work seems most consistent in maintaining a role is in the social order domain. This assertion is again well supported by an analysis of the employment trends of social work graduates from Wilfrid Laurier University. For instance, the data shows that Family and Children Services consistently remained the second largest employer of MSW graduates (Wilfrid Laurier, 2007). Social work began as an extension of charity work and to enforce social order. From the literature, though social work shares some of the transformational and therapeutic domains our largest contributions to date seem to be in the area of social order (Hick, 2010). In conjunction with the social order view, some in social work believe that, "helping citizens find a way through complex welfare systems should be its main role. It remains central to social work" (Levy & Payne, 2006, 323). Although social work practice may take on diverse forms such as

clinical, community, and policy focuses, an emphasis on the social order element of Payne's (2006) typology appears to be the most prevalent in social work discourse. Thus, Figure 2 depicts the authors' conceptualization of the most dominant of social work discourse in comparison to psychology.



Transformational Figure 2: Social work and psychology Social Order

Values as Distinctive

Hick (2002) suggests that the defining characteristic of social work is “the opportunity to make a difference” (p. 66). Since the roles are ambiguous and the practice overlaps with other professions, what is distinctively social work then are the values held by social work. At best this assertion seems elitist and reeks of an air of unsubstantiated grandiosity. In reality, the values that undergird the social work profession are not unique but are also the underlying values of professions that do similar work especially in relation to the transformative domain. For example, the Canadian Code of Ethics for Psychologists (Canadian Psychological Association, 2000) outlines four key principles to help guide ethical practice of psychologists. These are i) respect for the dignity of persons; ii) responsible caring; iii) integrity of relationships; and iv) responsibility to society (Canadian Psychological Association, 2000). Similarities are evident when these are compared to the six core social work values and principles disseminated by the Canadian Association of Social Work (CASW) (CASW, 2005). These are: i) respect for the inherent dignity and worth of persons; ii) pursuit of social justice; iii) service to humanity; iv) integrity in professional practice; v) confidentiality in professional practice; and vi) competence in professional practice.

Differences within social work

Another factor that seems to contribute to the identity crisis in the social work profession is the vast differences in social work practice across jurisdictions. Although, this is not unique to the social work profession in Canada, it stands as a barrier to forging a solid professional identity. “From the definition of social work practice through the regulations and on to the design of the organizational structures, there are more differences than similarities among the jurisdictions” (MacDonald & Adachi, 2002, p.11). These differences become problematic as social workers cross international, national, and provincial lines. Our identities can become mired in a pool of inconsistencies. Within the Canadian context, it seems that one logical way to address this was through compliance with the Agreement on Internal Trade (AIT). The AIT refers to an agreement signed by Canadian First Ministers in 1994 which came into effect in 1995 (AIT, n.d.). One of the purposes of implementing the AIT was to remove labour barriers that exist when workers in regulated occupations move and work in different provincial jurisdictions (AIT, n.d.). The AIT encourages greater consistency through standardized regulation (AIT, n.d.).

What is the Future of Canadian social work?

The 2000 sector study (Schmidt, Lafrance, Knowles and Westhues) predicted growth of the profession. Employment opportunities will continue to be good (CASSW, 2001, p. 8). Schools of social work across the country seem to be graduating larger numbers of students each year. This is one indication of growth in the profession. Another indicator of growth is the new social work programs that have emerged at some schools; for example Ryerson University in Toronto has introduced a new MSW program as of 2007, University of Windsor began an expansion of their MSW program beginning 2007, and Wilfrid Laurier University added a MSW in the Aboriginal field of study. Despite these promising signs, there are at least two variables that were not taken into account at the time of the sector study: the current economic downturn and the emergence of the College of Psychotherapists and Registered Mental Health Therapists of Ontario.

An uphill struggle in a downhill economy

It was projected that employment in the social work and social service sector would grow by two percent per year, consistent with Canadian population growth projections (CASSW, 2001). However, in the last few years government cutbacks in social spending have led to a reduction in the availability of social work jobs in government settings. As the economy faces a recessionary period, such trends are likely to increase.

One of the redeeming aspects of these employment reductions is the opportunity for social workers to align their practice with their values. Social change, social justice, and the transformative values of social work are often at odds with government agendas. Therefore, unless social workers are consciously engaging in subversive maneuvers working within government funded and mandated agencies, government settings can compromise the inclusion of the transformative element of Payne's (2007) typology.

Psychotherapists or social workers: Choosing a membership

The introduction of the Psychotherapy Act has given rise to the professional regulating body called the College of Psychotherapists and Registered Mental Health Therapists of Ontario (CRPRMHTO), an accrediting organization. This has caused a stirring in the profession of social work (Cooper & Freeland, 2007). The inclusion of social work into the CRPRMHTO prompts consideration of what this means for social work as a profession. Will social workers opt for membership with the CRPRMHTO instead of with social work? Will the inclusion of social work into the CRPRMHTO further diffuse social work's attendance to transformational elements and social change? A number of scenarios are possible, one of which is that social work's identity will further be obscured as more persons holding social work degrees migrate towards registration of CRPRMHTO (Cooper & Freeland, 2007). This will inevitably lead to shrinkage in the numbers of registered "social workers" and more importantly potentially lead to a shrinkage of social work strength. Our main concern with this endeavour revolves around the increased secularization of social work and an increase in "fuzziness" in understanding the uniqueness of social work. However, these perceived threats to the profession may in fact serve as tremendous opportunities for social work to further refine and define itself. One possible redefinition of the profession could be to ground itself firmly in the social order domain and aggressively pursue its identity in the area of transformation. This in part is consistent with Olson (2007) who believes that the core identity of social work is intertwined with the promotion of social order (Hugman, 2009). Furthermore, if we truly are going to make a difference then taking a stance that aligns social work with transformation is also required.

Conclusion

Social work has had considerable relevancy, in part because it fulfilled a role that it was seen as vital to society. That reality has changed significantly with the emergence of other professions that intersect with social work's role. For example, community psychology evolved carrying the same social justice torch as social work with a similar transformative aim. Therefore, psychology began to encroach and make claims in the same arena as social work. Although Payne's (2007) typology provides a useful tool to reflect upon social work's identity and role, it also highlights that some of the elements within this typology are not unique to social work – such as with the comparison of psychology. The comparison presented here between social work and psychology is not to imply that either of these professions have a unilateral approach to practice. However, this comparative analysis has highlighted some key areas of

convergence and divergence between the two professions. Given these areas of convergence, it is necessary for social work to make some determinations about what it is that makes us relevant. Perhaps the threats we currently face as a profession also present great opportunities for us to critically reflect on our intentions, stake our claim, and prove our relevancy.

As we conclude, it should be noted that the dichotomy between the self and social work experienced by the first author no longer exists. Both authors find their niche and stake their claims solidly within the profession of social work. Although there are professional issues that remain to be resolved, we are convinced that there are brilliant minds at work who will continue to make advances to ensure that the profession remains relevant and that these critical identity issues are dealt with so that practice can continue for the betterment of our world.

References

- Abbott, A. (1995). Boundaries of social work or social work of boundaries. *Social Service Review*, 69 (4), 357-377
- Agreement on Internal Trade. (n.d.). Introduction. Retrieved October 10, 2012 at: http://www.ait-aci.ca/index_en.htm.
- APA. (2012). Definition of Psychology (APA's Index Page). <http://www.apa.org/about/index.aspx>. Retrieved 9 October, 2012
- Bar-On, A. (1994). The elusive boundaries of social work. *Journal of Sociology and Social Welfare*, 21, 53-67.
- Baylis, P. (2004). Social work's protracted identity crisis. *Psychoanalytic Social Work*, 11(1), 55-69.
- Bremmer, R. (1956). Scientific philanthropy: 1873-93. *Social Service Review*, 30, 168-173.
- CASSW. (2001). *In critical demand: social work in Canada, final report*. Ottawa, ON: CASSW.
- CASW. (2005). *Code of Ethics*. Ottawa, ON: CASW.
- Cooper, L. & Freeland, R. (2007). *Bill 171: triumph or illusion? Recognition of social workers as psychotherapists*. SW&S Newsmagazine. Accessed online on June 20, 2011 at: <http://www.socmag.net/?p=173#more-173>.
- Dalton, J., Elias, M. & Wandersman, A. (2001). *Community psychology: linking individuals and communities*. Stamford, CT: Wadsworth.
- Dziegielewska, S., & Holliman, D. (2001). Managed care and social work: practice implications in an era of change. *Journal of Sociology & Social Welfare*, 28(2), 125.
- Gibbs, L. (2003). *Evidence-based practice for the helping professions*. Pacific Grove, CA: Brooks/Cole.
- Gibelman, M. (1999). The search for identity: defining social work – past, present, future. *Social Work*, 44(4), 298-310.
- Goodman, L.A., Liang, B., Helms, J. E. Latta, R.E., Sparks, E., & Weintraub, S.R. (2004). Training Counseling Psychologists as Social Justice Agents: Feminist and Multicultural Principles in Action. *The Counseling Psychologist*, 32, 793-837.
- Gray, M., Plath, D. & Webb, S. (2009). *Evidence-based social work: a critical stance*. Abingdon, UK: Routledge.
- Hall, R. E. (2008). From generalist approach to evidence-based practice: The evolution of social work technology in the 21st century. *Critical Social Work*, 9(1),
- Healy, K. (2004). Social workers in the new human services marketplace: trends, challenges, responses. *Australian Social Work*, 57(2), 103-114.
- Heinonen, T. & Spearman, L. (2006). *Social work practice: problem solving and beyond*. Toronto, ON: Irwin.
- Hick, S. (2006). *Social work in Canada: an introduction*. Toronto, ON: Thompson Educational Publishing.

- Hick, S. (2010). *Social Work in Canada: Introduction* (3rd Ed). Toronto: Thompson Educational Publishing, 2005. ISBN 978-1-55077-173-2
- Hopps, J.G. (2000). Social work: A contextual profession. In J.G. Hopps & R. Morris, (Eds.), *Social work at the millennium: Critical reflections on the future of the profession*, pp. 3-17. New York: The Free Press.
- Hugman, R. (2009). But is it social work? Some reflections on mistaken identities. *British Journal of Social Work*, 39, 1138-1153.
- Levy, J. & Payne, M. (2006). Welfare rights advocacy in a specialist health and social care setting: A service audit. *British Journal of Social Work*, 36, 323-331.
- Lorenz, W. (2004). Research as an element in social work's ongoing search for identity. In R. Lovelock, K. Lyons and J. Powell (Eds.) *Reflecting on social work discipline and profession: discipline and profession*, pp. 145-162. London, UK: Ashgate.
- Lundy, C. (2004). *Social work and social justice: a structured approach to practice*. Peterborough, ON: Broadview Press.
- MacDonald, A. & Adachi, R. (2001). Regulation of social work practice in Canada. Accessed online on January 20, 2011 at: www.casw-acts.ca/SW-Forum/CdnSWForum-Regulation.htm.
- Mellin, E., Hunt, B. & Nichols, L. (2011). Counselor professional identity: findings and implications for counseling and interprofessional collaboration. *Journal of Counseling & Development*, 89, 140-147.
- Nathan, J. & Webber, M. (2010). Mental health social work and the bureau-medicalisation of mental health care: identity in a changing world. *Journal of Social Work Practice*, 24(1), 15-28.
- Neuman, K. (2003). The effect of organizational reengineering on job satisfaction for staff in hospital social work departments. *Social Work in Health Care*, 36(4), 19-34.
- OASW. (2011). *History of social work*. Accessed online on June 20, 2011 at: <http://www.oasw.org/en/publicsite/socialworkweek/history.asp>.
- Olson, J. (2007). Social work's professional and social justice projects: conflicts in discourse. *Journal of Progressive Human Services*, 18(1), 45-69.
- O'Neill, S. (1999). Social work – a profession? *Journal of Social Work Practice*, 13(1), 9-18.
- Pecukonis, E., Cornelius, L. & Parrish, M. (2003). The future of health social work. *Social Work in Health Care*, 37(3), 1-15.
- Pillsbury, B. (2005). *The history of psychology*. Whitefish, MT: Kessinger.
- Plante, T. (2005). *Contemporary clinical psychology*. Mississauga, ON: Wiley.
- Pollack, S. & Rossiter, A. (2010). Neoliberalism and the entrepreneurial subject: implications for feminism and social work. *Canadian Social Work Review*, 27(2), 155-169.
- Prilleltensky, I. & Nelson, G. (2002). *Doing psychology critically: Making a difference in diverse setting*. New York: Palgrave MacMillan.
- Rodwell, M. (1998). *Social work, constructivist research*. New York, NY: Garland.
- Rodger, J. (1988). Social work as social control re-examined: Beyond the dispersal of discipline thesis. *Sociology*, 22(4), 563-581.
- Rossiter, A. (2002). The social work sector study: a response. *Canadian Social Work Review*, 19(2), 341-348.
- Schmidt, G. Lafrance, J., Knowles, A., Westhues, A (2000). Social work in Canada: Results from the National sector study. *Canadian Social Work* 13(2), 83-92.
- Thyer, B. (2008). The quest for evidence-based practice?: We are all positivists! *Research on Social Work Practice*, 18(4), 339-345.
- Titmuss, R. (1954). The administrative setting of social service, *Case Conference*, 1(1), 5-11.

Turner, F. (2005). *Encyclopedia of Canadian social work*. Waterloo, ON: Wilfrid Laurier Press.

Vera, E.M. & Speight, S.L. (2003). Multicultural competence, social justice and counseling psychology: Expanding our roles. *The Counseling Psychologist*, 31, 253-272.

Wilfrid Laurier University. (2007). *MSW graduates employment survey*.

Kathy Hogarth is an assistant professor at the School of Social Work at Renison University College, University of Waterloo. She holds a master's degree in counseling psychology, a master's degree in community psychology and a PhD in Social Work. She currently teaches in the areas of integrating field practice and social work theory, program evaluation, and international social work. Her areas of research are focused on marginalization and oppression within systems with a particular focus on immigrant and racialized populations.

Rachelle Ashcroft is an assistant professor at the School of Social Work at Renison University College, University of Waterloo. She obtained her PhD in Social Work from Wilfrid Laurier University. She obtained her Bachelor of Social Work and Master of Social Work degrees from the University of Manitoba. Rachelle recently completed the Social Aetiology of Mental Illness (SAMI) postdoctoral training program at the Centre for Addiction and Mental Health in Toronto, Ontario. Her main research areas include health equity, social work in health care settings, collaborative care, mental health care, and primary care.