

SCHOOL OF SOCIAL WORK PRESENTS:

Ethical Decision Making in Administration and Supervision

AT A GLANCE

Managing an organization so that ethical practices will be consistently valued and maintained requires highly skilled and experienced administrators and supervisors who can manage the dilemmas of ethical decision-making. Ethical practice for administrators and supervisors requires much more than assuring ethical clinical behavior of staff and is far more complex in its scope and potential impact of the organization. It requires administrators and supervisors to maintain a focus on establishing organizational practices that clearly define what ethical conduct is rewarded and what unethical conduct is discouraged while attempting to withhold punishment and establish a culture and practice that champions safety. Administrators do not get it right every time. So many factors contribute to the management of frequent and complex ethical dilemmas that are inherent in the role of administration: complexity of service delivery, relevant laws and policies, staff experience and training, financial considerations, staff morale, current affairs with lasting impacts, and the perception of everyone in the organization (from Board Members to Clients to community stakeholders). This course is targeted to and uniquely designed for agency administrators and supervisors. It provides an opportunity to learn from peers, practice realistic strategies, and review relevant guidelines. It is intended to be practical, fast-paced, and interactive using multiple case studies, application of frameworks, and participant sharing.

Date

Friday, March 24, 2023
9:00am - 2:30pm

Location

GVSU - Bicycle Factory
Room: BIK 230
201 Front SW
Grand Rapids, MI 49504

REGISTER

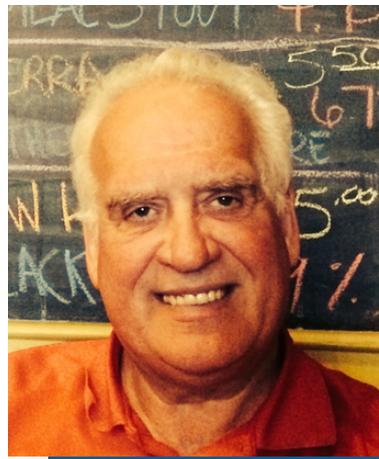
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CE
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5.0

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\$99



SPEAKERS

Robert Lathers, LMSW has over 45 years experience in social work with 35 of those years in clinical supervision and administration. He recently retired as CEO of a leading-edge rural community mental health center. He has been a live-in residential house parent for adolescents, a case-manager, a clinical supervisor and a program director for several agencies both rural and urban. He has presented at over 200 State and National professional conferences during his career on issues related mostly to child welfare, family therapy, jail diversion, and serving veterans and their families. He is a long-time Adjunct Professor for the GVSU Graduate School of Social Work teaching courses in Public Policy and Human Service Administration. Mr. Lathers is the recipient of numerous awards including his community's Citizen of the Year and a local Child Abuse and Neglect Council's Person of the Year. He is the 2018 Recipient of the prestigious Hal Madden Award for Distinguished Service in the field of Mental Health presented by the Community Mental Health of Association of Michigan. He is also the recipient of the 2019 Distinguished BSW Alumnus Award from the GVSU School of Social Work. He earned his MSW from Western Michigan University.

Elizabeth Tompkins, LMSW, MPA has over 12 years of social work experience combining hands on clinical skills with public administration and advocacy specialties. She currently serves as the Program Officer for Strategy and Operations within the Switchboard team of the International Rescue Committee. Ms. Tompkins has an extensive background in refugee and immigrant issues including over 6 years serving refugee and immigrant youth, as well as an emergency humanitarian deployment with Operations Allies Welcome serving Afghan individuals in the resettlement process. Ms. Tompkins is an experienced facilitator and public speaker through events such as participating and leading advocacy events on Capitol Hill, presenting at numerous conferences, and acting as a guest lecturer for topics such as humanitarian concerns at the southern boarder and human rights and refugees at Grand Valley State University, Hope College, and Western Michigan University. Her experience ranges from program development to residential care to medical social work. Ms. Tompkins is a licensed clinical social worker in the state of Michigan and received both an MSW and MPA from Grand Valley State University. She is also a Returned Peace Corps Volunteer, having served in Peru from 2012 until 2016.

OBJECTIVES

- Describe the six key major risk areas for a human service agency that require administrative ethical decision-making skills to effectively manage "vicarious liability"
- Define the three levels of ethical decisions/behaviors of Administrators and Supervisors
- Explain the unique challenges facing organizational ethics in an era of staffing shortages and hiring limitations
- Learn how to utilize at least two ethical decision-making frameworks
- Identify and review the additional requirements that the Social Work Code of Ethics demands of Administrators and Supervisors

Grand Valley State University School of Social Work, an accredited social work education program, is authorized by Administrative Rule 338.2965 to award Michigan social work continuing education contact hours.