

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.

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.

Liz Tompkins is a macro-level social worker with more than a decade of domestic and international experience. Learning about people and the systems that impact them led Liz to advocate for change in policies that affect refugee and immigrant families. Currently, Liz serves as the Senior Program Officer of Strategy with Switchboard at the International Rescue Committee – helping coordinate training and technical assistance for the resettlement network. Prior to joining Switchboard, Liz worked for over six years at Bethany Christian Services, most recently as the National Capacity Director for Refugee and Immigrant Programs funded by the Office of Refugee Resettlement. There she developed referral and placement systems that resulted in over 3,000 unaccompanied children being welcomed into short-term foster care before ultimately reuniting with their families. Liz is also an experienced facilitator, having presented at organizations and conferences on topics ranging from humanitarian concerns at the Southern Border to jail diversion. Liz 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 (RPCV), having served in Peru from 2012 to 2016.



Friday, March 22, 2024
9:00am - 2:30pm



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Cost \$99 Social Work CE Credits 5.0

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.



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