

GRAND VALLEY STATE UNIVERSITY
School of Social Work
Continuing Education

TOPIC:

Ethical Decision Making in Administration and Supervision

Managing an organization so that ethical practices will be consistently valued and maintained requires that administrators and supervisors are highly-skilled and experienced in managing the dilemmas of ethical decision-making. Ethical practice for administrators and supervisors requires much more than assuring ethical clinical behavior or staff and is far more complex in its scope and in its potential impact of the organization. It requires that administrators and supervisors 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 where no one is hurt. Administrators do not get it right every time. Complexity of service delivery, relevant laws and policies, staff experience and training, financial considerations, staff morale, and the perceptions of everyone in the organization, from Board Members to Clients, as well as community stake-holders, all play a part in managing the frequent, complex ethical dilemmas that are inherent in the role of administration. This course is targeted to and uniquely designed for agency administrators and supervisors. It is intended to be practical, fast-paced and interactive using multiple case studies, exercises, and participant sharing.

Recommended for LBSW and LMSW intermediate skill level; for additional information, please visit our website:

www.gvsu.edu/swce

OBJECTIVES

- 1) Describe the six key major risk areas for a human service agency that require administrative ethical decision-making skills in order to effectively manage "vicarious liability".
- 2) Define the three levels of ethical decisions/behavior of Administrators and Supervisors
- 3) Identify the role of "implicit bias" in ethical decision-making
- 4) Learn how to utilize at least two ethical decision-making templates
- 5) Review and identify the key sections of the NASW Code of Ethics that address Supervision and Administration (especially conflict of interest and boundaries).

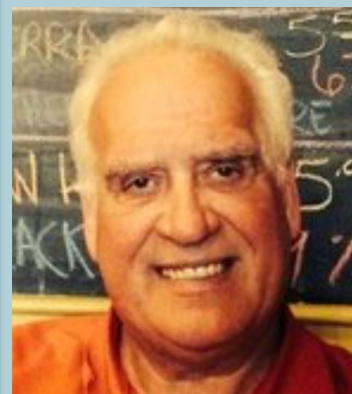
DATE:

Friday, March 11, 2022
8:45am—2:30pm

LOCATION:

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

Presented By:



Robert Lathers, LMSW has over 45 years experience in social work with 35 of those years in clinical supervision and administration. He is a long-time Adjunct Professor for the GVSU Graduate School of Social Work teaching courses in Public Policy and Human Service Administration. For more information on Mr. Lathers, please visit the course registration page."



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 National Capacity Director of Refugee and Immigrant Programs at Bethany Christian Services. For more information on Ms. Tompkins, please visit the course registration page.

CE CREDIT: 5.0

COST: \$99

SKILL: Intermediate/
Advanced

REGISTER:

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.