

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 of staff and is far more complex in its scope and in its potential impact on 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. It 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.

This program meets the ethics requirement for license renewal.



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. He earned his MSW from Western Michigan University.



Susan Richards is the Quality Improvement and Compliance Officer for The Right Door for Hope, Recovery and Wellness in Ionia County, MI. Susan is a licensed macro social worker with experience in directing a small non-profit organization as the sole employee and in working for a governmental non-profit. Her passion for ethics comes from her strong desire to follow the rules as a compliance officer paired with her desire to do what's best for the person affected by the decision. Susan is also a surveyor for the Commission on Accreditation for Rehabilitation Facilities.

Date: Friday, March 20, 2020

Time: 8:45 a.m. - 2:30 p.m.

Location: GVSU Bicycle Factory, Grand Rapids

Presented By: Bob Lathers and Suzi Richards

Cost: \$99

Register at www.gvsu.edu/swce

Recommended for LBSW and LMSW intermediate and advanced skill levels; for learning objectives and additional program information, please go to our web site.

Grand Valley State University School of Social Work, an accredited social work education program, is authorized by Administrative Rule 338.2965 to award 5.0 Michigan social work continuing education contact hours for this program.