

Update

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Professionals and Students Convene During National Professional Social Work Month for the 2011 Annual Power of Social Work Conference

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More than 300 social workers and students from across New York State descended on Albany on March 11th for the NASW-NYS Annual Conference. The day kicked off with our plenary speaker Kate Barrow, LMSW, founding organizer of the RISE: Social Work to End Oppression Collective. Barrow provided a thought provoking (and hopefully an action provoking) address on Weighing the Evidence: Bridging The Gap Between Evidence-Based and Anti-Oppressive Practices.

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Professionals and Students Convene During National Professional Social Work Month for the 2011 Annual Power of Social Work Conference, Continued from cover



While the program offered a plentiful array of workshop topics for attendees, there were some standout presentations including: Worthwhile Documentation: Support for Clinical Quality, Compliance, and Collaborative Documentation presented by Bill Schmelter, PhD, who also serves as a consultant for the NYS Clinical Records

Initiative, was well attended and praised for the tools and insight he provided for clinicians in community mental health settings. DBT-Therapy that Works for Bipolar Disorder and Addiction presented by Debra Meehl, MSW, DD, was another highly rated workshop session. Christian Moore an internationally renowned author, speaker and advocate for at-risk youth, presented on his successful Why Try Program, providing innovative interventions for the School Social Worker.

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The NYS Chapter's Political Action Committee hosted their 3rd Annual Silent Auction. During the conference attendees were able to bid on a variety of donated items from oil paintings to gift baskets, gift cards, and jewelry, raising more than \$1,200 for PACE activities.



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The Spirit of Social Work Awards Luncheon was filled with energy as we heard from guest speaker Allison Friedman, LCSW, ACSW, who shared her approach to bringing creativity into social work practice, followed by the presentation of our 2011 awards by Chapter President Dr. Isabel Rose and Executive Director Reinaldo Cardona. Kathleen McCormack, Assistant Comptroller of Labor Affairs provided citations to each of our honorees on behalf of the NYS Comptroller Thomas DiNapoli.



Adelphi faculty member Dr. Lyn Paul introducing 2011 Social Worker of the Year, Bill Valente, MS

Continued on page 12

The Group Work Heritage in New York State

Paul D. Wexler, ACSW, LMSW

In my previous article, *What Ever Happened to Group Work? 2.0*, I discussed how social group work became separated and detached from the mainstream in social work education. Therefore, social workers who attended graduate school in recent years were likely to find that group work was at low ebb or perhaps missing from the main curricula. NYS has been a focal point of high achievement in group work studies. Among the well-regarded scholars from (or connected) to the Empire State are (This is only a partial list of their outstanding academic accomplishments):

Gertrude Wilson was program and Camp Director, Buffalo YWCA, 1942. Wilson and Gladys Ryland: *Social Group Work Practice: Creative Use of Social Process*. 1949

Alan F Klein, SUNY Albany. *Society, Democracy and the Group* 1953.

Lawrence Shulman, former Dean at the University of Buffalo, School of Social Work. *The Skills of Helping Individuals, Families, Groups, and Communities*. Now in its sixth edition.

Hans S. Falck, University at Buffalo. *Social Work: The Membership Perspective*. 1988.

Ronald Toseland, SUNY Albany and Robert Rivas, Siena College wrote the very widely utilized: *Introduction to Group Work Practice*, now in sixth edition. 1984-2008

Ronald A. Feldman, Dean Emeritus, Columbia University (and a Buffalo native) is the author of numerous books on research into group work practice, etc. over the years.

Roselle Kurland, Hunter College, co-authored with Helen Northen, *Social Work with Groups*. 2001. Third Edition. Also, Professor Kurland and her colleague, Professor...

Robert Salmon was a frequent contributor to the *Social Work with Groups* journal with co-author Roselle Kurland. They co-authored: *Teaching a Methods Course in Social Work with Groups*, 1998.

For a complete update on the scope and status of group work today, I recommend: *Encyclopedia of Social*

Work with Groups. Edited by Alex Gitterman and Robert Salmon (2008) this should be a standard reference book for your library.

Group Work and Camping

I was pleased to see an entry about Summer Camps in the *Encyclopedia*. Hans Falck developed an undergraduate course in Group Work and Camping at Univ. of Buffalo.

- **Cornelia Hopkins Allen** was then the chief of UB's Social Work Department. And in the summertime, "Hops" directed Camp Cradle Beach for disabled children at Lake Erie.

- Nearby on Old Lakeshore Road, **Morris "Moose" Siegel** was in charge of Camp Lakeland, (previously: Jewish Fresh Air Camp) and he later taught group work at UB.

In successive years:

- **Mary Hannick** in Rochester organized a day camp for children from Genesee Settlement House. It was located in a county park. Initially, campers and counselors took a public bus to reach their destination, alongside regular passengers.

- **Paul K. Weinandy** in Syracuse developed a week long, therapeutic-style camp for children, parents of Huntington Family Center.

- **Gary Mervis**, a former city outreach worker, created the renowned Camp Good Days And Special Times for (in his words), "children to be with the only ones who could understand what they are going through - other children with cancer".

There is a very compelling and quite historic significance to the camping movement. Margot Breton wrote: "group work developed as an [outgrowth] of the settlement house movement, the recreation field and progressive education. Residential camps exemplify the merger of these three sources to produce the unique social group work milieu".

In many communities of the late 1800's and early 1900's, a trip to the country side or shoreline meant escaping overcrowded neighborhoods and breathing in fresh

Continued on page 27

SOCIAL WORK LICENSURE UPDATE

NYSED Now Accepting Waiver Applications to Allow Unauthorized Corporate Settings to Provide Licensed Mental Health Services

In June 2010 the NYS Legislature passed a law addressing the practice of clinical social work and other scope protected tasks including the provision of mental health counseling and psychotherapy in currently unauthorized corporate settings. The law allows the Education Department to issue a waiver from corporate practice prohibitions to qualified not-for-profit and education corporations.

The Board of Regents has approved permanent regulations to implement the law, effective February 2, 2011. The Department has developed the required waiver applications, consistent with the law and regulations, to allow certain not-for-profit and educational corporations to apply for a waiver.

The applications were posted on the Office of the Professions' website on February 16, 2011. Qualified agencies have 120 Days from the posting of the applications by the Department to apply for a waiver.

The NYS Association of Deans of Schools of Social Work in conjunction with the NASW New York State Chapter have produced an informational video regarding this issue to clarify who the law pertains to, which corporate entities might require a waiver and the application process.

We encourage everyone to share this with their agency administrators and colleagues so that the information reaches as many affected agencies as possible especially given the brief window for application.

View our Informational Video Online at:
www.youtube.com/user/NYCouncilNonprofits

Click on video link: Authorized Settings for the Provision of Licensed Mental Health Services

Waiver Applications on NYSED website:
www.op.nysed.gov/waiver-corporate-practice.htm

**Deadline for Waiver Applications:
June 16, 2011**

At Risk: Violent Crime and Social Worker Safety

by Sherry Saturno, LCSW, DCSW

On January 19th in White Plains, St. Vincent's Hospital case manager Frances Mortenson, 47, was stabbed by her 26 year old client Jamile Wilson during a home visit. Mortenson suffered multiple stab wounds to her face, back of her head, neck, and abdomen, and was in critical condition before undergoing surgery. Wilson has since been charged with second-degree attempted murder and criminal possession of a weapon, both felonies.

In the "Urgency of Social Worker Safety" National Association of Social Workers President Dr. James J. Kelly, Ph.D., LCSW emphasizes "in the past few years alone, we have witnessed the fatal stabbing of a clinical social worker in Boston, the deadly beating of a social service aide in Kentucky, the sexual assault and murder of a social worker in West Virginia, the shooting of a clinical social worker and Navy Commander at a mental health clinic in Baghdad and the brutal slaying of social worker Teri Zenner in Kansas. These are only a few of the murders of our colleagues, which, along with numerous assaults and threats of violence, paint a troubling picture for the profession."

Violence against social workers has become an inherent risk of the profession, and undeniably one that needs to be addressed on a national scope. Social workers are frequently sent to dangerous situations in neighborhoods, alone and unarmed, that police do not enter without a partner and a gun. Social workers stage life-changing interventions daily. However, what measures are being taken to ensure their safety? What if, as the husband of deceased social worker Teri Zenner questioned, national legislation was passed making attacks on social workers an automatic felony?

Elizabeth Hoffler, Special Assistant to the NASW Executive Director recounts that "according to the NASW *Code of Ethics*, social workers 'should be aware of the impact of the political arena on practice and should advocate for changes in policy and legislation to improve social conditions in order to meet basic human needs and promote social justice'. This standard applies to social work safety, which should be the foundation for successful social work practice. Just as we would advocate for policy and legislation that affects our clients, we should also be our own best advocates and support organizational policy, and state and federal legislation that will create a safe environment where social workers can best serve their clients" (E. Hoffler, Personal Communication, February 2011).

Hoffler continues "at the federal level NASW has supported the Teri Zenner Social Worker Safety Act, and numerous NASW chapters have worked to introduce and pass legislation that would address these issues at a local level. Without systematic

change at a macro level, social work safety will continue to be part of public discourse and concern only after a social worker has been harmed or killed." Teri Zenner, 26, was murdered during the course of a home visit in Kansas by her client who attacked her with a knife and a chainsaw. The Teri Zenner Social Worker Safety Act, if enacted nationally, would award grants to states to provide safety measures to social workers in the form of safety equipment, trainings, facility safety improvements, and educational resources.

"We're often dealing with clients at their most vulnerable or emotional time, when they're dealing with a mental health crisis, with issues of poverty, with child welfare concerns, things that are very serious. The social worker is coming in to help the situation, but it's not always viewed that way", Hoffler explains.

Dr. Eric Neblung, Ph.D., President of the New York State Psychological Association's Forensic Division, addresses pervasive matters that social workers and mental health therapists face when interacting with potentially violent clients. He asserts that, "while we are at an increased risk for workplace violence than the general public, it is important to remember that the vast majority of persons with mental health concerns are not violent. In fact, they are more likely to be victims of violence than the perpetrators of it" (E. Neblung, Personal Communication, February 2011).

Furthermore Neblung posits that "at this stage in the literature, there is no clear profile of who gets attacked. In other words, we are all at risk so do not let your professional guard down. Steps that can be taken include: 1) watch for antecedent behaviors, such as verbal threats, 2) maintain clear boundaries and address boundary violations as they arise, 3) if you can avoid it, do not work alone, 4) if you have concerns about a client seek peer consultation or supervision, 5) maintain an unlisted telephone number and home address, and 6) seek assistance from the legal system if warranted, e.g., order of protection, etc".

What formal safety measures are imperative for social workers in the field? In February of this year, NASW offered a webinar on Client Violence and Social Worker Safety. The webinar presented by Dr. Christina Newhill, PhD, ACSW, discussed a Client Violence Study Survey in which she obtained 1,129 social worker respondents. Of these respondents, 58% had directly experienced an incident of client violence and over 63% were aware of colleagues who had experienced client violence. Conducting a thorough clinical risk assessment of every client is critical, as is determining a prior history of violence, drugs/alcohol, and weapon use. In terms of

preventing of violence, knowledge is power. Individual risk factors that should be explored are comprised of demographic, clinical, and biological risk factors.

Additionally, proactive steps such as detailed safety trainings for social workers who make home visits, instilling a culture of safety and risk reduction within agencies, utilizing technology such as GPS tracking and cell phones for social workers in the community, and crisis management and self defense instruction will promote safety. Acts as basic as eliminating objects that may be thrown or used as weapons in office settings can make a difference. Safety precautions and the analogous plans should be as automatic for an agency as planning a fire drill. Agencies should establish a worker safety manual and a corresponding committee to address issues and revisit salient concerns.

The NASW Massachusetts Chapter's Committee for the Study and Prevention of Violence against Social Workers has created a general outline to safeguard against potential violence. The safety plan of action concentrates on recognizing signs of client agitation, formulating code words to signal for help secretly, de-escalation attempts, disengagement skills, and self-defense. Social workers should always remain close to an exit and if they feel threatened by a client trust their instincts and leave. Legal repercussions of violent behavior should be made known to clients. In 2004, the NASW in tandem with the Center for Health Workforce Studies, University at Albany, conducted a national study of 10,000 licensed social workers. Of the respondents, 44% revealed that they had been confronted with personal safety issues on the job, underscoring the gravity of this threat.

Neblung believes "one of the biggest steps is increased awareness and communication by professional organizations such as the NASW. Getting the word out is key. What is lacking is a formalized approach from training programs. Several authors have called for increased training in risk reduction and workplace violence yet few training programs across mental health disciplines provide this service." There is no one solution to prevent violence against social workers. Through legislation, advocacy, grants, trainings, and public recognition of danger, assumption of risk by social workers in the field may be diminished.

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The Ethics Corner

Ethical Considerations for Compassion Fatigue

Mark Buttiglieri, LCSW-R

What is compassion fatigue? Compassion fatigue is a natural, treatable, and predictable consequence of the caring work that we choose to do. Social workers often put the needs of others before their own. The National Association of Social Work (NASW) Code of Ethics (1999) indicates that social workers' primary goal is to help people in need and to address social problems by elevating service to others above self-interest.

The signs and symptoms of compassion fatigue are similar to those of posttraumatic stress except compassion fatigue symptoms are due to the trauma that your client(s) have experienced. In addition, a social worker may become cynical, discouraged about work and experience unexplained outbursts of anger. Figley (1995) developed a chart portraying areas of personal and professional functioning in the following areas: cognitive, emotional, behavioral, spiritual, personal relationships, physical somatic and work performance. Discovering one or two symptoms on the list does not necessarily mean that one has compassion fatigue. It's about being educated about signs and symptoms, knowing one-self and identifying resources. There are many self-assessment tools to help evaluate yourself available online.

The case below is meant to be an extreme example which includes many signs and symptoms of compassion fatigue for educational purposes.

When Jane was in graduate school working toward her Masters of Social Work degree, she was enthusiastic to learn new skills. Her internship reinforced the ideals that made her enter the profession in the first place. After graduation, Jane married Robert her college sweetheart and started a family right away. Within a few years they had two children (boy and a girl). However, the boy was a preemie who has health problems and special needs. Jane is the primary caregiver for her children along with shift nursing for her son. Robert travels a lot due to his job. Jane works for a community agency with a mission to prevent gun violence. Jane quickly developed expertise and rapport working with troubled youth and facilitates after school support groups. In group, she listens to stories about the adversity and suffering in the youths' lives. Jane displayed empathy and compassion to this diverse population.

Compassion is a complex emotion that gives us the ability to appreciate one another and connect on a close level. It

requires an inner conviction and resiliency – challenging our personal ethics and beliefs (Bush 2009).

Although Jane seems to excel at work, her job is very stressful. She has a difficult time “not taking the job home”, worrying if she had any impact on the lives of these young adults. She often frets that the boys will die as a result of the gang-related shootings prior to her next shift. Jane started to dream about this and on her days off calls her social work supervisor and or colleagues to check on her clients. She is always emotionally and physically exhausted. Robert is annoyed with Jane's behavior and encourages her to quit the job to care for their children, especially their son. Jane is angry at Robert for suggesting this; social work is a career not just a job. Why was his job more important than hers? She is disappointed that her marriage was failing and is struggling with family life, but doesn't know how to salvage it. Jane feels helpless and hopeless when it comes to making any changes in her life. She has become estranged from family and friends. With the culmination of problems at home and difficulty disengaging from work, Jane is experiencing compassion fatigue. Figley describes compassion fatigue as a result of prolonged exposure to trauma resulting in a variety of challenging symptoms that manifest in the workplace and at home (Figley, 1995).

Jane has begun to consume greater amounts of alcohol to anesthetize the pain in her life as a means to cope. She was caught again consuming alcohol at work in her vehicle prior to the start of her shift by a colleague. This was the third time in a two month period. Her immediate supervisor, also a friend, gave her a stern warning. Jane's co-workers have direct knowledge of Jane's substance abuse problem and have a responsibility to intervene on behalf of an impaired colleague. NASW Code of Ethics standard on impairment of colleagues states that social workers who have direct knowledge of a social work colleague's impairment should consult with that colleague to assist the colleague in taking remedial action (NASW Code 2.09a). Jane's supervisor also has



an ethical responsibility to assess Jane's competence as a social worker as it relates to consuming alcohol on the job and her unethical conduct. The NASW Code of Ethics discusses two standards; social workers who believe that a social work colleague is incompetent and has not taken steps toward remediation should take action through appropriate channels established by agency policy, NASW, licensing and regulatory bodies and other professional organizations, (NASW Code 2.10b). The supervisor should make continued employment conditional to seeking help and may have to report Jane to the NASW Office of Ethics and Professional Review (OEPR) or the NYS Education Department Office of Professional Discipline. The second NASW Code of Ethics Standard (2.11b) is unethical conduct of colleagues which states that social workers should be knowledgeable about established policies and procedures for handling concerns about colleagues and the national, state and local procedures for handling ethics complaints.

Jane also has an ethical responsibility as a professional social worker. Social workers should not allow their own personal problems to interfere with professional judgment and performance which might jeopardize their clients' wellbeing, (NASW Code 4.05). Social workers and other helping professionals are vulnerable to experiencing compassion fatigue. By identifying triggers, learning personal and professional coping strategies, engaging in self-reflection, maintaining a balance between work and play, and establishing hobbies and exercise one can mitigate compassion fatigue. Below are some coping strategies:

- engage in self-care activities
- develop supportive relationships
- maintain a sense of humor
- enjoy non-work related relationships
- develop personal philosophy of social work
- take time away (vacations)
- develop awareness of personal boundaries
- establish rituals for dealing with loss, grief and death
- debrief with colleagues or supervisor after a stressful day
- maintain a positive attitude

Additionally, social workers need to know and utilize their formal, informal and community resources. In traditional Native American teaching it is said that each time you hear someone you give away a piece of yourself, at some point your giving will require healing. Only when you heal yourself can you truly be present to aid in the healing of others. The NASW Code of Ethics guides social workers to value the dignity and worth

of each person starting with oneself. Early recognition, awareness and education are crucial to develop resiliency to compassion fatigue.

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Privacy Protections for Deceased Clients' Records

Introduction

Social workers are informed occasionally of the death of a client or former client. In addition to feelings of sadness, this occurrence may generate a number of responses, including legal questions and concerns. The focus of inquiries to NASW's legal office is generally on the topic of how to handle requests for access to information about the deceased client. The proper response will vary depending on the source of the request and elements of the client's clinical case. This LDF Legal Issue of the Month article reviews the basic issues social workers may need to consider in handling the confidential records of deceased clients and identifies other resources that may be appropriate to access in specific situations.

Applicable Standards for Release of Information

The NASW Code of Ethics requires that the confidential records and information of deceased clients be protected according to the same standards that apply to living clients (NASW, 2008, Standard 1.07(r)). The Code permits the release of information upon consent of the client or "a person legally authorized to consent on behalf of the client" (NASW, 2008, Standard 1.07(b)). This may include, for example, parents of a minor child, the legal guardian of a vulnerable adult, or the executor or administrator of the estate for a deceased individual.

The Code of Ethics further states that when releasing information to the client, information in the record should be withheld only for compelling professional reasons (NASW, 2008, Standard 1.08). The Code does not address access to records by representatives in this section; however, in Standard 1.07 it clearly states that an authorized representative may consent to the release of confidential information. This could encompass a release of information to the representative as well as to an authorized third party.

Most states require disclosure to clients of their own records (and by extension, to their representatives) and the medical privacy regulations promulgated under the Health Insurance Portability and Accountability Act of 1996 (HIPAA) identify access to records by clients as one of the mandatory patient rights (45 CFR § 164.524(a)). HIPAA further specifies that a "personal representative" may make privacy decisions on behalf of a client or deceased client (45 CFR § 164.502(g); see also U.S. Department of Health and Human Services, 2003)).

Thus, social work ethical standards, state and federal law, all offer support for the concept that the executor or administrator of the estate of a deceased client has a right to obtain a copy of the client's clinical record upon offering documentation of their authority to act on behalf of the deceased and providing written authorization to release the records.

HIPAA also gives permission for health care entities (including clinical social workers) to release information about deceased clients without consent or authorization in the following circumstances:

- to notify law enforcement of a death that the health care entity believes may have been caused by criminal conduct (45 C.F.R. § 164.512(f)(4))
- to a coroner or medical examiner for the purpose of identifying a deceased person, determining a cause of death, or other duties as authorized by law (45 C.F.R. § 164.512(g)(1))
- to funeral directors, consistent with applicable law, as necessary to carry out their duties with respect to the decedent 45 C.F.R. § 164.512(g)(2).

Disclosing confidential information about a deceased client under the above circumstances is not mandatory; therefore, seeking written consent from the legal representative of the deceased client is a valid and ethical approach, even if the information is requested by police, a coroner or funeral director.

Options for Responding to Request for Records of Deceased Clients

While social workers may recognize that the executor of a client's will or the administrator of their estate has the authority to request and access confidential client records, several options for responding to such requests may be valuable to consider, such as the following:

- Determine whether disclosing the record is likely to endanger someone—Both HIPAA (45 C.F.R. § 164.524) and the NASW Code of Ethics permit withholding information when it is necessary to prevent harm to the client; however, when a client has died this consideration is no longer a factor. The HIPAA medical privacy regulations extend this limitation to situations where the disclosure of information may harm the authorized representative or another person (45 C.F.R. § 164.524 (a)(3)(iii)). The procedures for denying information include notifying the individual of the right to a review of the denial decision. The Code of Ethics states that only that portion of the record that would cause harm is appropriate to withhold (NASW, 2008) and HIPAA requires that access be provided to any other portions of the record beyond that which is legitimately denied (45 CFR § 164.524 (d)(1)).
- Offer a treatment summary—HIPAA permits health care providers to offer a summary of treatment in lieu of the entire file (45 C.F.R. § 164.524(c)(2)(ii)). If the social worker or agency is going to charge an additional fee for creating the summary this should be clearly stated and the

requesting individual has the right to accept or reject the offer of a summary. The individual may still request the entire file; however, depending on the circumstances, the requesting party may find a summary to be sufficient.

- Provide the “medical record,” but withhold separate psychotherapy notes—HIPAA permits mental health practitioners to withhold access to detailed psychotherapy notes that are maintained separately from the primary clinical record (45 C.F.R. § 164.524(a)). The primary record (or “medical record” in HIPAA terminology) must contain sufficient documentation to meet regulatory standards. The LDF article, *Social Workers and Psychotherapy Notes*, provides detailed information on this topic (Morgan and Polowy, 2006). To meet ethical standards, information in psychotherapy notes should only be withheld for compelling professional reasons, such as preventing suicide or homicide (Reamer, 2006, p. 78).
- Offer to release the records to the survivor’s mental health practitioner—If the emotional stability of the requesting survivor is a credible concern, a responsible course of conduct may be to release the record to the treating clinician for the surviving family member, with their written authorization.
- Release a complete copy of the client’s record--The executor/administrator of the deceased client’s estate has the right to a copy of the record unless the information would endanger someone. The concern about danger has to be more serious than the social worker’s vague feelings of discomfort about the personal nature of the information. Requests from the attorney for the estate that are accompanied by a written authorization from the executor or administrator of the estate generally require mandatory disclosure.

What Records are Required?

Additional concerns that may arise for social workers when records of deceased clients are requested is whether the social worker has met professional treatment standards and whether their clinical records sufficiently document the treatment. The purposes of clinical recordkeeping are multiple and may vary depending on a number of factors such as the treatment setting and the requirements of third-party payers (Morgan and Polowy, 2001). The NASW Code of Ethics requires that records accurately reflect the treatment provided, are timely and sufficient to facilitate the delivery of services, include only relevant information, maintain privacy and allow for appropriate access (NASW, 2008, Standard 3.04). Generally, a summary progress note dated for each clinical session is a minimum expectation; however, other appropriate material may include an assessment, treatment plan and collateral contacts (Reamer, 2006, p. 159-60). A well-documented record is an important element to support the legal defense of a social worker in the event that they become the target of a legal complaint.

Social workers may also create an addendum to a record to supplement the existing documentation or draft a closing

treatment summary to highlight important aspects of the client’s case. In both situations the additional material should be dated contemporaneously with the date the report was completed. Altering a clinical record may incur severe penalties and should be avoided; however, supplementing the record with an addendum or summary may be beneficial for the clinician as well as the requestor of the record. Any additions should be dated with the actual date of the new entry.

Analysis and Conclusions

A straightforward request for clinical records may be made for many purposes unrelated to possible action against the social worker. Social workers who are concerned about the consequences of releasing confidential information about a deceased client also need to be concerned about the consequences of not releasing information when the request is made with legitimate authorization from a legal representative for the estate. From a legal perspective, a request from the executor or administrator of a deceased’s estate has a similar legal status to requests made by the client. The executor or administrator may be said to “stand in the shoes” of the deceased for purposes of carrying out any legal activities.

HIPAA offers social workers with credible concerns about possible danger to the requesting person or another individual some options to prevent harm that may result from accessing confidential information. This may include withholding specific portions of a client’s record or obtaining the requestor’s consent to release the information to a responsible and appropriate third party such as a treating clinician or legal counsel.

If a social worker has additional clinical material to contribute or wishes to provide an overview of significant elements of the treatment process, creating an addendum or closing summary may ease some of the concerns as to whether the file will be sufficiently understood by the requestor. In any situation where there is notice of legal action against the social worker, the professional liability insurer should be immediately contacted.

Protecting the privacy interests of clients does not end with the client’s death. The social worker needs to be aware of the continuing ethical limitations and legal exceptions to be considered in any request for a deceased client’s records.

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2011 Annual Power of Social Work Conference

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2011 Agency of the Year: F·E·G·S Health and Human Services Systems – Long Island



Isabel Rose, President, NASW-NYS, Kathy Rosenthal, Vice President, Family Services and Long Island Regional Operations, Ray Cardona, Executive Director, NASW-NYS, Steven Rutter, Associate Vice President for Behavioral Health Services in Nassau County and Ron Kaplan, Associate Vice President for Behavioral Health Services in Suffolk County



NYS Assembly Deputy Speaker Earlene Hooper presenting a special commendation to Dr. Louise Skolnik in recognition of her Lifetime Achievement Award



Caption: Isabel Rose, President, NASW-NYS, 2011 Social Worker of the Year Marian Moldan, and Ray Cardona, Executive Director, NASW-NYS



Isabel Rose, President, NASW-NYS, 2011 Lifetime Achievement Award Recipient Dr. Louise Skolnik, and Ray Cardona, Executive Director, NASW-NYS

Meet The Candidates in the 2011 Chapter Election

Board of Directors

President-Elect

Milagros Dueño

Milagros Dueño, LCSW-R is a graduate of New York University; where she earned her master's degree in social work. In the years since earning her masters, she has served the profession as a direct service provider, educator and program administrator. Milagros has held affiliations with many agencies and institutions committed to the betterment of youth and families. Among these are, Child Care Council, Community Based Adolescent Pregnancy Prevention Program, CW Post Advisory Board, NASW, and National Association of Puerto Rican Hispanic Social Workers. Milagros is empathetic and motivated individual: able to engage people of all ages, sensitive to psychodynamic and cultural factors. Milagros is a person of change, courage, loyalty and respect to her profession and ethnic background.



It gives me great pleasure to run for President on the NYS/NASW elections. For the last ten years I have held several volunteer roles on the NYS/NASW Board and on the Local Nassau Division. I enjoyed my work with members and other New York State Divisions. I have wanted to expand myself within the New York State to be a part of the decision making of the membership and serve as an advocate for our members across the ten divisions. I am interested in maximizing the communication between the membership and the state through a climate of mutual respect and a sense of unity. "Never doubt that a small group of committed citizens can change the world. Indeed, it's the only thing that ever has." (Margaret Mead)

President-Elect

Debra Fromm Faria

Debra Fromm Faria, LCSW, ACSW is Director of Field Education and Co-Director Center for Excellence in Gerontological Social Work at SUNY Brockport. Debra is an active social work scholar and regularly publishes, administers training grants and presents nationally, internationally and regionally. Debra is the 2010 HPPAE Faculty national leadership award recipient and received NASW-NYS GVD 2007 Social Worker of the Year Award. An NASW member for over 25 years, Debra was elected/served as NASW-NYS Vice President, Board Member-at-Large, and delegate to Delegate Assembly. NASW service has also



included appointment to the Ethics Committee, Advocacy and Government Relations Committee, Program Committee and By-laws review committee.

Our profession faces complex challenges in promoting social and economic justice to meet the basic human needs of all people. To accomplish our goals and effectively promote social and political actions congruent with our ethical principles, we must work collaboratively and engage our membership and build our membership base. As a social work educator and field director, I actively interact and collaborate with social workers working in a variety of fields of practice. My ability to engage with practice and policy issues across a broad professional spectrum will assist me in this role. My leadership skills and service experience in the Chapter will facilitate my effectiveness as NYS NASW President-Elect to connect with our current membership and to promote outreach to new members. If elected, I will work in partnership with NASW leadership, members, staff and National Office as we continue to address the challenges and opportunities before us.

Secretary

Elaine Rinfrette

Elaine Rinfrette, PhD, ACSW, graduated from Boston University School of Social Work in 1983 and practiced in outpatient mental health setting for most of her clinical career. She worked for a year in chemical dependency as she learned early about the overlap of CD with mental health issues and felt the need to be better informed in this area. Elaine moved to NY State in 1987 where she practiced until attending the doctoral program at the University at Buffalo School of Social Work. She received her Ph.D. in 2010. Elaine lives with her spouse and two sons in the Buffalo area.



I am running for secretary of our chapter because I want to support and promote the well-being and growth of the profession that I love. Social work needs a strong organization that will advocate for members and the clients we serve. As secretary I will do all I can to strengthen and unify the profession among its members, to educate politicians and the public about the vital work we do, to work collaboratively with other organizations, and to listen to members about what they need from NYS-NASW that will help them in practice. Ensuring that our professional identity is protected in terms of licensure is a priority, as is keeping social workers abreast of important issues that impact practice, and in creating opportunities for members to participate in local and state chapter activities. I have the experience to be a strong advocate for the profession and our clients.

Meet The Candidates in the 2011 Chapter Election Cont.

Secretary

Barry Schecter

In honor of the late Dr. Margaret Gibbelman's "What Social Workers Do," a must read for our profession, this is who Barry Schecter, PhD, ACSW, LCSW-R, CASAC, MAC, SAP, C-ATODSW is, and why you should vote for him to be the Secretary of NASW-NYS. He grew up in a very middle class home on Long Island. Barry struggled getting his Bachelor's Degree; he believes it was over 20 years from when he started college, until he got his first degree. He has many letters after his name, but who is Barry Schecter? He is a husband, a grandfather, a father, and a social worker. A recovering alcoholic, a friend, a hard working professor, driven to create a new student, because that is the key to our future, he believes. He has worked in private industry, pumping gas for \$2.00 an hour, until he ended up building an oil company that was in the top 20 Nationally for Mobil Oil.



My greatest achievement was becoming a Robert Wood Johnson Foundation Fellow in the Developing Leadership- Reducing Substance Abuse Program. Through that extraordinary opportunity I learned a successful way to treat addiction which I want to pass on daily. Most importantly, I want to give back. In appreciation of Pete Gill, who was an MSW before I know what a social worker was. He gave me the gift of hope, and I ran with that. So for all the social workers before and after you and me, I want to ensure that our profession is well organized, well understood, and well respected.

Board Member-at-Large

Rita Andolina

Rita Andolina, LMSW has both a personal and professional interest in the way the world works and how people treat each other. Being able to extend generosity and respect in a complex world depends on our ability to thrive. Beyond her formal education, she has gained a great deal of experience directly in the field. She has extensive experience in developmental disabilities, diversity/bias reduction and disability awareness. Administratively, she has held positions of leadership and organizational development. Rita is an active member in the University at Buffalo Alumni Association and has chaired the School of Social Work Alumni Committee.



I am a Social Worker and I live a purpose-filled life. Social Workers are very special individuals in our communities who are driven to serve and help others, who take action to make an impact on society. We are trained professionals committed to a

mission of great purpose and infinite possibilities for ourselves and those we serve. I believe we need to expand the public perception of the breadth and depth of our profession. I will utilize my experience and expertise, as a Board Member to articulate a vision for our division, for NASW and to seek and involve fellow social workers in the challenges we face. The need for Social Workers continues to grow rapidly, as a Board Member I would work to develop a Mentor Program. We are an invaluable source of information, advice and networking.

Board Member-at-Large

Marcia S. Levy

After a twenty-year career as a teacher and corporate trainer, Marcia S. Levy, LCSW-R received her MSW from Columbia University School of Social Work. She then worked in both outpatient and inpatient settings in AIDS, trauma, burn and end-of-life care at a public hospital, receiving promotions to Sr. Social Worker and Supervisor. Marcia has mentored many MSW students and new workers, creating and implementing continuing education programs, along with clinical writing workshops. After her "retirement," she now works as a Living Donor Advocate at a large, academic medical center.



In an economic environment in which our work settings are increasingly under siege across all practice modalities, a strong and vibrant NASW has never been more critical. It is essential that recognition of our clinical skills and value be enhanced and promoted, as erosion of these diminishes our power to help those we serve. The New York State Chapter has the size and visibility to lead in this mission, and I have the range of social work, education and business experience to add a strong voice to this effort. As a Board Member I will work energetically to elicit the best ideas of members and bring them to fruition, while seeking common ground with other groups. I am committed to working collaboratively, and am especially devoted to developing the new generation of social work leaders who will have the passion and training to keep our chapter and profession strong.

BSW Student Representative

Kristin Brennan

Kristin Brennan is a junior social work major at Marist College who eagerly awaits the start of her first internship at Dutchess Outreach. Prior to college, she was a member of the Teacher Apprentice Program where she worked alongside a fourth grade teacher every afternoon. Kristin was also a student mentor for



eighth grade students entering high school, helping them transition to a new set of experiences. After working in restaurants as a summer job for three years she has also gained the ability to better communicate with others, enhancing her social capabilities.

I just finished my first full semester of social work classes. With these classes through learning and research, I have seen the broader social picture; a picture in need of adjustments. My eyes have been open to harsh inequalities and injustices. For me it is important for students to voice their opinions and attempt to organize movements for change. As soon as next week, my cohort will firsthand experience the social work career in our internships. Group work and the opportunity to exchange ideas are crucial in social work. With this position, I believe that collaborating with not only my peers but social workers and educators in the field will encourage the consideration of multiple points of view while noting biases of others and oneself. Social workers must continuously be aware of their surroundings; as the BSW Student Representative I believe I can help others also open their eyes.

BSW Student Representative

Sarah Walsh

Sarah Walsh is a third year BSW student, who's professional experience in social work has been extremely limited. This semester she is about to embark on her first field opportunity, which will be at Westchester Jewish Community Services' Center Lane. However, Sarah has had extensive personal family experience with social work and how those in this field confront various issues; from terminal illness such as cancer, mental illness, and physical disability. It is these unfortunate experiences and amazing outreach by social workers that she has encountered, which has inspired her to pursue a career in social work also.



My plan for the position of BSW Student Representative is to bolster involvement of students in both their local communities as well as within the NASW. Encouraging social work students to become involved in the NASW will help strengthen the unity of workers and value of the social work field. This will also create better opportunity for awareness of local issues, while the strength in numbers will provide better chance at searching for solutions to these issues. The future of social work lies in the lap of BSW students, and a new direction with fresh ideas will help poise the stepping stones of what direction that will be.

BSW Student Representative

Gerald A. Welch

Gerald A. Welch is currently a BSW student attending classes at Fordham University. His experience includes but is not limited to Correctional Services as a Motivational Speaker for men and women seeking recovery and re-entry. Gerald volunteers

at the Delancey Street Foundation with residents in the recovery process. He also facilitates a men's fellowship group in Harrisburg, Pa. Gerald plans to apply his knowledge in the area of Public Health and Recidivism.



It is an honor and a privilege to be the voice of the most vulnerable of our society, facing some of the most difficult challenges that this profession has ever seen. Today it will take a concerted effort from all members of NASW to passionately seek out new and innovative strategies to give the highest level of service to those we fight for daily. Our destabilized economy has forced millions of our citizens to seek services like never before. Also, the changes in the health care system will surely be a task to reckon with. Social workers are on the front line of today's emerging issues. However, I am confident that together, we can confront and overcome this gauntlet of issues that would prevent NASW members from providing the maximum level of service that the public deserves. I am excited about the possibility to serve with the members of NASW.

MSW Student Representative

Christina Horsford

Christina Horsford is entering her final year of clinical social work study at Fordham University specializing in "Older Persons and Their Families." She has earned both her undergraduate degree (B.S.) with Communication and Education foci, and graduate degree in Public Administration (M.P.A.) with an emphasis in Social Policy, from Cornell University. She currently serves as a Board Member of the Board of Directors of the Alzheimer's Association Hudson Valley/Rockland/Westchester County, NY Chapter. Christina has worked in dementia-specific day services for 10 years, and knows various factors related to aging. She has been an NASW Student Member since her commencement at Fordham.



Due to a confluence of environmental stressors not experienced to such a large degree since the Great Depression, individuals and communities are experiencing tremendous difficulty with maintaining a basic standard of living. The most vulnerable populations among us are particularly negatively affected by shifts in the economic climate. It is important that as social workers we design, implement, and evaluate interventions for assistance with these populations using evidence-based practices. NASW-NYS must play a key role in advocating for individuals, families, and communities particularly hard hit by these unfavorable conditions, with special emphasis placed on basic needs. I am committed to working with my fellow students and practitioners who are dedicated to serving those among us who are the most in need of support, by advocating for necessary emergency relief programs at the local, state, and national levels. Longer-term we must shape policy to improve the standard of living for all.

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Meet The Candidates in the 2011 Chapter Election Cont.

MSW Student Representative

Laurie Pezzullo

Laurie Pezzullo is currently the BSW Student Representative on the NASW Board of Directors and a student at LIU/CW Post Campus. She is interested in continuing to work toward the interests of Social Work Students and professionals. She has gained knowledge in the policy area of Social Work by interning at the Long Island Coalition for the Homeless over the past year. She has also spent 23 years as a Law Office Administrator/Sr level paralegal. The collaborative and research skills learned and utilized in the legal field and as an administrator responsible for staff will serve her well as the NASW Student Representative. Laurie will earn her BSW from CW Post in May and expect to continue on the expedited track to earn her MSW in 2012. She has previously earned an AS in Food & Nutrition; is a Certified Dietary Manager; and earned certificates in Health Counseling, Integrative Nutrition and KOLBE counseling. Laurie teaches Continuing Education Classes for the Special Needs population in the areas of Money Management, Art and Cooking. She volunteers as a liturgy/religion teacher and runs workshops on health & wellness at various organizations.



I am interested in serving MSW students by actively engaging and communicating how participation in the NASW can enhance our education, as well as our professional lives. As Social Workers we understand the importance and necessity of education so that we may become the “voice for the voiceless”. Our education must remain a constant in our lives not only through classes but through networking with professionals in the field. Participation in the NASW offers us this opportunity as well as allowing us to continue to raise our awareness of social issues, social values and by creating one large voice in the legislative process.

Division Director (Representative to the Board of Directors) HUDSON VALLEY

Laura Eastman-Follis

Laura Eastman-Follis, LCSW, received her MSW in 1994 from Syracuse University. She is currently a social worker for Greystone Programs, Inc in the Early Intervention Program working with infants, toddlers and their families. She has held many positions within NASW both locally and at a state level since becoming



a member in 1994. She is currently a member of the Hudson Valley Division Steering Committee and was recently appointed a Delegate for the 2011 Delegate Assembly. She was the Hudson Valley Division Representative from 2003 – 2005 and has been a member of the NYS NASW Program Committee and NYS NASW By-Laws Committee.

With the many changes in regulations and cut backs we are facing in our work and challenges in our personal lives; social workers need opportunities to be rejuvenated and reminded why we chose this profession. If I am elected Division Director for the Hudson Valley I will work with the Hudson Valley Division Steering Committee, other professional organizations and local schools of social work to continue to bring quality workshops and national speakers to our division. As a board member on the NASW NYS Board of Directors I will work to strengthen the social work presence in NYS for the individuals we serve and to further advance our profession.

Division Director (Representative to the Board of Directors) MOHAWK VALLEY

Ward Halverson

Ward Halverson, LCSW-R, M.Ed. is a graduate of Hamilton College, The College of Saint Rose, and Syracuse University. He is a social worker, combat veteran, child and family therapist, and father of four. From his private practice in Herkimer, Ward specializes in the treatment and management of childhood oppositional defiance and PTSD among veterans. He is Chair of the Mohawk Valley Veterans Expo Committee, creator of the SimpleThree parenting system, recipient of the U.S. Army Meritorious Service Medal for Operation Enduring Freedom-Afghanistan, member of the Iraq and Afghanistan Veterans of America, and Mohawk Valley NASW-NYS Director for two years.



In these busy and turbulent times, the Mohawk Valley needs competent team leaders unafraid to challenge chapter finances, optimistic in nature, and prepared to embrace change. If our local NASW chapter did not exist, we would have to invent it ourselves if only to rise to the challenge of intensified demand for social work expertise at a time in history when we need it the most. I believe unequivocally that social work is the profession best equipped to take that lead, but only as our profession concurrently and multilaterally sets standards for cooperation, lobbying efforts, and an agreed-upon role for continuing education in New York State.

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2011 NASW-NYS CHAPTER ELECTION BALLOT

INSTRUCTIONS

If you already voted on-line please disregard this ballot.

IF NOT:

1. You may vote on-line using an electronic ballot. Go to the NASW-NYS website: www.naswnys.org and click on 2011 NASW Elections. Vote on-line using your member ID number (listed above your name on the mailing label of this issue of Update).
2. Members eligible to vote must hold NASW membership in good standing as of February 18, 2011.
3. Ballots must be received no later than April 29, 2011 at 8:00 PM PT.

Mail to: NASW Election, c/o Intelliscan, Inc., P.O. Box 783, Phoenixville, PA 19460-0783

**Required*

***Last Name:** _____ ***Membership ID#:** _____

In this section of the ballot vote for one candidate for each office.

BOARD OF DIRECTORS

President-Elect

- Milagros Dueño*
- Debra Fromm Faria*

Secretary

- Elaine Rinfrette*
- Barry Schecter*

Board Member-at-Large

- Rita Andolina*
- Marcia S. Levy*

BSW Student Representative

- Kristin Brennan*
- Sarah Walsh*
- Gerald Welch*

MSW Student Representative

- Christina Horsford*
- Laurie Pezzullo*

In this section, you may cast your vote for one candidate for the position available in your Division. You are only eligible to vote for a position in your Division.

DIVISION DIRECTOR (REPRESENTATIVE TO THE BOARD OF DIRECTORS):

Hudson Valley

- Laura Eastman Follis*

Mohawk Valley

- Ward Halverson*

Nassau

- Warren Graham*

Southern Tier

- Renee Micalizzi*
- Carmela Pirich*

Suffolk

- Judith Azzato*
- Staci Spencer*

COMMITTEE ON NOMINATIONS & LEADERSHIP IDENTIFICATION DIVISION REPRESENTATIVE

Central

- Domingo Rogel*

Genesee Valley

- Tammy Franklin*
- Lisa Maynard*

Northeast

- Barry Davis*
- Nicole MacFarland*

Westchester

- Anne Treantafeles*

Western

- Jesse Grossman*
- Paula Madrigal*

Deadline for Receipt of Ballots: April 29, 2011 at 8:00 PM PT.

ARE YOU VIOLATING THE NASW CODE OF ETHICS?

Ellen T. Kennedy, M.S.W.

Are you?? You are probably thinking, “Of course not! I respect my client’s confidentiality and right to self-determination, I don’t have sexual relationships with my clients, and I’m responsible when terminating with a client.”

But there’s more to the Code of Ethics than Ethical Responsibilities to Client. Chances are, you haven’t read through the entire Code recently, maybe not even since you were a student. To refresh your memory – there are six sections in the Code:

- I. Ethical Responsibilities to Clients – (with 16 sub-sections)
- II. Ethical Responsibilities to Colleagues – (11)
- III. Ethical Responsibilities in Practice Settings – (10)
- IV. Ethical Responsibilities as Professionals – (8)
- V. Ethical Responsibilities to the Social Work Profession – (2)
- VI. Ethical Responsibilities to the Broader Society – (10)

Most of our attention is focused on Section I, which has the most sub-sections, and almost all official complaints of unethical behavior concern behavior with clients. One might argue that this is as it should be – as members of a helping profession, most social workers are focused on helping individuals and families.

But Social Work is not just another helping profession. It is unique in its focus on the person and the environment. Our core values are service, social justice, dignity and worth of the person, importance of human relationship, integrity and competence. These values are the basis of six Ethical Principles which are spelled out as part of the NASW Code of Ethics. These principles further support the uniqueness of the profession. As stated in the most recent Code (as revised in 2008), here are four (underlining added):

Social workers’ primary goal is to help people in need and to address social problems.

Social workers challenge social injustice.

Social workers respect the inherent dignity and worth of the person...Social workers are cognizant of their dual responsibility to clients and to the broader society.

Social workers recognize the central importance of human relationships...Social workers seek to strengthen relationships among people in a purposeful effort to promote, restore, maintain and enhance the wellbeing of individuals, families, social groups, organizations and communities.

To make the point more strongly, Section VI of the Code spells

out the social worker’s ethical responsibilities to society. It’s quite daunting! Take the first sub-section, “Social Welfare”:

Social workers should promote the general welfare of society from local to global levels, and the development of people, their communities, and their environments. Social workers should advocate for living conditions conducive to the fulfillment of basic human needs and should promote social, economic, political and cultural values and institutions that are compatible with the realization of social justice.

Or, “Social and Political Action”:

Social workers should engage in social and political action that seeks to ensure that all people have equal access to the resources, employment, services and opportunities they require to meet their basic human needs and to develop fully. Social workers should act to prevent and eliminate domination of, exploitation of, and discrimination against any person...

And there’s more! It’s pretty obvious that our profession is serious about the social worker’s obligation to society. And yet so many practitioners ignore the broader responsibility. We don’t have time, our agencies don’t support participation in social action, and we think social workers shouldn’t be political...

But if we don’t promote social justice, act to eliminate exploitation and discrimination, advocate change in legislation, etc., we are violating our professional Code of Ethics. Granted, eliminating discrimination is much more complex and long term than helping an individual client in short term therapy. But if we organize within the profession as well as within our larger community we can impact social justice. We may have to do it outside of the paid work day, but it still is part of our responsibility as professional social workers. We need to push our professional association to be a strong advocate as well, to work on our behalf to promote justice.

Let’s all resolve to do a better job of living up to the entire Code of Ethics!

Ellen T. Kennedy, MSW, is a retired Associate Professor of Social Work from Buffalo State College. Kennedy has been a member of NASW for over 40 years! She began her social work career in Child Protective Services at Children’s Aid and S.P.C.C., now Child & Family Services (in Buffalo, NY). She currently serves as a board member of Transitional Services, Inc., Sheehan Hospital, and the Stutzman Addictions Treatment Center Advisory Board, and continues as President of the Board of Citizen Action of New York. She can be reached at: kennedet@verizon.net

SPRING 2011 TRAINING INSTITUTE



*Featuring
Dr. Lawrence Shulman*

Engaging the Hard to Reach Client

Friday, May 6, 2011

Hyatt Regency Long Island

1717 Motor Parkway, Hauppauge, NY 11788

This workshop will provide skills and insights on the phases of working with the hard to reach client:

- Preliminary phase
- Tuning in
- Responding directly to indirect communications
- Beginning phase
- Clarifying purpose
- Clarifying role
- Reaching for feedback
- Clarifying mutual expectations
- Discussing authority issues
- Middle (work) phase
- Sessional tuning in
- Sessional contracting
- Elaborating skills
- Empathic skills
- Sharing worker's feelings
- Demand for work
- Providing data
- Sessional endings and transitions
- Ending and transition phase
- Pointing out the endings early
- Identifying the stages of endings
- Mutual exchange of affect
- Identifying the learning
- Reaching for positives and negatives
- Identifying next steps

Advanced Skills of Supervision & Staff Management

Saturday, May 7, 2011

Hyatt Regency Long Island

1717 Motor Parkway, Hauppauge, NY 11788

The focus of this workshop will be on method - what the supervisor or manager does in interaction with staff. Essential skills in communication, relationship, and group leadership will be described and illustrated, and participants will be encouraged to share their own experiences. Issues to be raised may include contracting with staff members as a new supervisor or contracting with new staff member, supervising defensive staff members, staff apathy and resistance to change, evaluating staff performance, the supervisor's role as teacher, negative feedback from staff members, mediating conflicts between staff members, and feeling "caught in the middle" between staff and administration.

An additional focus will include the impact of stress (e.g., workload or the difficult nature of cases involving issues such as sexual abuse and family violence) and trauma (e.g., the death of client or public attention on agency practices) on individual staff and staff groups.

Registration Fee per day

Early Bird Discount if registered by April 22, 2011:

Regular Rate:

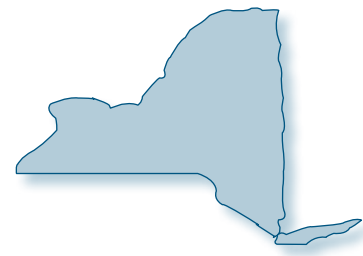
Package Rate for BOTH Trainings:

\$85 NASW-NYS Member / \$115 Non-Members

\$95 NASW-NYS Member / \$125 Non-Members

\$165 NASW-NYS Member / \$185 Non-Members

Register Online: www.naswnys.org/tigance



Central Division Events Calendar:

Social Work Supervision: Key Concepts and Skills

Presenter: Tracy Walker, LMSW

May 10, 2011 • 6-8 PM

Oasis Healthlink Center

6333 State Route 298, East Syracuse, NY 13057

Cost & Registration Details TBA



Workplace Violence Prevention / Interacting with Difficult Clients

Presenter: Jonathan Rosen, MS, CIH

Director, Occupational Safety & Health Department,

NYS Public Employees Federation, AFL-CIO

June 21, 2011 • 6-8 PM

Oasis Healthlink Center

6333 State Route 298, East Syracuse, NY 13057

Cost & Registration Details TBA



Central Division Steering Committee Meetings

Meetings are open to all area social workers so please feel free to drop in and join us! Free light dinner is provided.

Location: Institute of Human Performance - Conference Rm B and C

505 Irving Ave., Syracuse NY 13210

Time: 5:30-7:00 PM

Upcoming Dates: April 12, 2011

June 14, 2011

July 12, 2011

For News & Details on Activities in the Central Division Visit our website:

www.naswnys.org/divisions/Central

Celebrating Diversity

Spring Workshop &

2011 Annual Awards Dinner

Friday, May 13, 2011

1:30pm-9:00pm

Ramada Fishkill

542 Route 9

Fishkill, NY 12524

(845) 896-6281



1:30pm-5:00pm—Spring Workshop

5:00pm-6:00pm—Social Networking

6:00pm-9:00pm—Awards Dinner

Workshop Presenter & Awards Dinner Keynote Speaker:

Elaine Congress, MSW, MA, MAT, DSW, LCSW

-Associate Dean & Professor at Fordham University Graduate School of Social Service in NYC

-International presenter on cultural diversity, ethics & values and social work education

-Author of journal articles and book chapters

The Newest New Yorkers:

Policy & Practice Issues in Work with Immigrants & Refugees

Since the number of immigrants and refugees in the US is rapidly increasing, social workers often look to develop their cultural competent skills in working with immigrant and refugee clients. Workshop will focus on immigrant issues and controversies. Use of culturagram a family assessment tool developed to promote cultural understanding of families.

Annual Awards Dinner will honor individuals who have made contributions to the social work profession and human service community in the Hudson Valley region. Enjoy an evening of celebration, networking and fabulous dinner amongst friends.

NASW-NYS Hudson Valley Division—Registration Form—Spring Workshop & 2011 Annual Awards Dinner

Name: _____ **NASW#** _____

Address: _____

Contact #: _____ **Email:** _____

Conference Only: NASW Members \$30.00 Non-Members \$40.00 Students \$20.00

Dinner Only: NASW Members \$25.00 Non-Members \$25 Students \$10

Conference & Dinner: NASW Member \$50.00 Non-Members \$65.00 Students \$25.00

Make checks payable to: **NASW-NYS Hudson Valley Division**

Deadline for registration: **Friday, May 6, 2011**

Complete & mail registration form to:

Laura Eastman-Follis, LCSW
NASW-NYS Hudson Valley Division Director
31 White Oaks Road
Hyde Park, NY 12538

Welcome New NASW-NYS Members

Rochelle Bourne, BSW
Elizabeth Montemarano

CENTRAL

Brittany Bogardus
Christine Elizabeth Burkard
Jenalyn Campbell
Jessica M. Fisher
Amber Heslop
Nancy J. Phillips
Randi Frances Sherman

GENESEE VALLEY

Jennifer L Hawley, MSW
Lynn Hylwa
Kay Loree, LMSW
Philip Rouin
Lucinda Steensma

HUDSON VALLEY

Lorell E Berrios
Marco A Berrios
Wendy F Blair, LCSW-R
Susan Coline Farrell
Jessica Hans-Smolin
Courtney Rollins Knoeppel
Jennifer Kugler, MSW
Shulamis Yonah Lieber
Inelda C O'Keeffe, MSW
Ellen Suski
Teresa Marie Vitale
Joan Bowden Welling
Machela Woldiger
Amy H. Yung

MOHAWK VALLEY

Heather Anne Bradley
Anthony Robert DeNoto, III
Kayla Joyce Fontaine
Joycene Harrell

Bridget A VanLieshout, LMSW

NASSAU

Nicole Annmarie Brooks
Phylis Byrne
Eileen Theresa Casey, MSW
Melissa Cestro
Stephanie Hope Friedman
Desiree Margaret Gebon
Tiffany Gotterbarn
Leora Ranit Koyen
Alexandra Lenhart
Martine Joyce Menelas
Anika Merchants
Laura Moran
Shannon Morse
Yajaira Valle
Debra A Viola

NORTHEAST

Elizabeth Alowitz
Daniela Leite Andrade
Stacey Czamara, LMSW
Jennifer Ellsworth
Jennifer Rebecca Isaacson
Elizabeth Loudon
Sarah C Passaro
Mary E Rosen
Lynne Schmich
Richard Paul Storms
Sherman S Stovall, Jr., LMSW, MA

SOUTHERN TIER

Cathi Ann Gil
Charlotte Francesca Miller

SUFFOLK

Marlene A. Antoine
Malgorzata Lidia Barbach Sanchez
Sky Emily Brown

Kathyanne Davis
Deborah Gazzola
Grace A. Gifford
Linda Gosin
Julia Kind
Erica Michelle Lucks
Maureen Ann Montrose
Georgianna Reilly
Rachel Lee Steffens

WESTCHESTER

Joanne Baecher-DiSalvo
Gregory J Cobb, LMSW
Kristine Fornaby
John J Francis, LCSW
Nathaniel Harris
Tamie Lobel
Kelita A Lugg
Justina Mante, BSW
Frances Mortensen
Raina L Murphy
Stephanie Perell
Giuseppina Phillips
Lydia Valencia

WESTERN

Renee Garnier
Brad Goebel
Veronica Ivey, MSW
Christine Lemonda
Theresa Anne Pawlowski, LCSW
Todd Michael Ray
Roxanne K Reimer
Caitlin Shriber
Lauren Elizabeth Voigt

Division Director (Representative to the Board of Directors)

NASSAU

Warren Graham

Warren Graham, LMSW, ACSW, is a NYS Project Director overseeing Nassau County Family Treatment Court and Juvenile Drug Courts. He is a NYS LMSW, CASAC, School Social Worker, and ACSW. Warren has 10 years experience in addictions, criminal justice, and child welfare proceedings, having worked at Queens County Criminal Court and Nassau County Family Court. He is already active in NASW as Delegate to the National Assembly and member of the Social Worker in the Courts Specialty Practice Section. Warren is also active on the Probation Department's Placement Review Committee, CCAN's Child Protection/Substance Abuse Task Force, and Nassau's Disproportionate Minority Representation Advisory Group.



Thinking strategically, I would like to see the Nassau Division collaborate with more social workers, with the Steering Committee being more inclusive of the range of social work done in the field. As Division Director, I will advocate for more diversity and recognition how anti-oppressive practices and lack of cultural competence affect the populations we serve. To increase our visibility, I believe an upgraded website to expound on our vision, trainings, and upcoming events are necessary. Utilizing social media is a great way to promote the ideals of social work as a profession and generate more interest in NASW. Exploring new ways to upgrade graduating social worker's skill-set, I will support the development and implementation of post-graduate evidence based training programs. Just as we hold our client populations accountable, so must we challenge ourselves holding ourselves liable for the success of our organization.

Division Director (Representative to the Board of Directors)

SOUTHERN TIER

Renee Micalizzi

Renee Micalizzi, LMSW, received her Masters of Social Work from Marywood University and is currently Licensed in New York State. She has 20 years of experience in the field of Human Services. Renee's passion is gerontology which developed working with elderly individuals with psychiatric diagnosis, developmental disabilities and physical disabilities throughout my career. She is a field supervisor for students from Binghamton University and Marywood Univer-



sity. She serves on the Southern Tier End of Life Coalition and the Southern Tier Aging Coalition. Renee is an Ambassador for the National Health Service Corps and an Adjunct Professor for the University of Phoenix.

I believe that connection and support are the most important pieces of social work not only for those that we serve but also for each other. My goal is to assist local social workers in working together to benefit from each other's strengths and to support each other through education, discussion and community.

Division Director (Representative to the Board of Directors)

SOUTHERN TIER

Carmela Pirich

Carmela Pirich, LCSW, MBA is currently the Executive Director of the Addiction Center of Broome County and an adjunct professor at the Binghamton University School of Social Work. In 2004, she graduated from the University of Baltimore with a Master's in Business Administration, concentration in healthcare management. Carmela's passion lies in treating underserved individuals in the community, particularly those with co-occurring disorders and the re-entry population. She has a diverse clinical and business experience and have been committed to the field of social work for nearly fifteen years.



As the Southern Tier Division Director, I will work hard to reach out to our membership and ensure that our constituency is represented and heard. With issues of Medicaid, Managed Care and Welfare Reform affecting our clients and practice, it is imperative that NASW play key roles of advocate and advisor. I am committed to working with NASW leadership, members, and staff to face the difficult challenges ahead, as well as identify our opportunities for growth.

Division Director (Representative to the Board of Directors)

SUFFOLK

Judith Azzato

Judith Azzato, LCSW- R is a graduate of Queens College, CUNY and Fordham University School of Social Service, she continued her NASW membership and active participation since 1970. Currently NASW-NYS Board Secretary, past member of the National



Committee on Women's Issues, Delegate, and Suffolk Division Director, she is actively involved in the Suffolk Division, the LI/Queens Chapter of the Lupus Alliance of America, NYS-PEF Retirees Association and in her church and its various activities. Having worked mostly in the area of mental health although she was educated to work as community organizer, she has attended four conferences of the Erickson Foundation "The Evolution of Psychotherapy".

NASW functions as an organization of leadership in the cauldron of direction for the social work profession. Grass-roots participation among social workers is where SW advocacy begins and ends. The NASW should continue to play an influential role in society as an advocate for social justice, a path for emerging leadership, and an agent of social change. If we strengthen our Chapter Divisions, we can strengthen our association.

Division Director (Representative to the Board of Directors) SUFFOLK

Staci Spencer

Staci Spencer is a non-traditional student of social work attending Stony Brook University's School of Social Welfare, she feels privileged to have the opportunity to pursue such a rewarding career. Over the years, she has worked with various populations. Beginning at a community health agency-serving immigrants to pregnant and parenting homeless teens, and finally working with chronically mentally ill individuals, Staci has been involved in the dynamics of caring for adults and children of diverse socioeconomic backgrounds. It is her greatest aspiration to be an effective change agent through work in direct practice, research, education, policy formation, and agency administration.



As Suffolk Division Director for NASW NYS, I believe it will be necessary to embody the basic guiding principles of our state chapter. These principles require we remember that social workers practice in all settings, social workers advocate for fair public policies, and social workers strive to maintain and increase professional standards for protection of the public. It becomes increasingly important that as a profession we unite to make our voices heard at the local, state and national level. As a new voice to leadership in the division, I will work hard to strengthen outreach efforts in order to increase membership and participation of both existing social workers and to those studying to be social workers. Increased opportunities for professional and educational development will be the key to energize and entice both new and current members while reminding and reinforcing our own personal decisions to be change agents.

Committee on Nominations & Leadership Identification Division Representative CENTRAL

Domingo Rogel

Domingo Rogel, BSW is a recent graduate of Daemen College in Amherst, NY. He graduated in May 2010 with his BSW. Domingo is currently in his master's program with the University of Buffalo School of Social Work graduating in May 2011. He is currently an MSW student representative for the Western New York NASW steering committee. Domingo has practice experience with the Charter School for Applied Technologies and with Child and Family services, Conner Residential Treatment Facility both in Buffalo, NY.



As a member of the Committee on Nominations and Leadership Identification I am committed to collaborating with NASW members and will work to fulfill the duties the position entails. Being a young member of the profession, I look forward to working and learning from NASW colleagues and strive to accomplish the potential that lies within the social work profession.

Committee on Nominations & Leadership Identification Division Representative GENESEE VALLEY

Tammy Franklin

Tammy Franklin, LMSW works as a medical social worker at the Rochester VA Outpatient Clinic. She is a current member of NASW and currently holds the position of CNLI Representative for the Genesee Valley Division. Prior to the VA, Tammy worked for the Gates Police Department as a Victim's Assistant where she gained experience as a Board-Member-At-Large for the NY State Crime Victim's Board which she has held for one year. Tammy is a veteran of the US Army.



Last year I was asked to step into the vacant CNLI Representative position for the Genesee Valley Division, something I admittedly did with a bit of trepidation. Since doing so, I can honestly say that it is a challenge I now welcome and, in fact, am willing to continue with should I be elected. It is a privilege to work with leadership in working to recruit enthusiastic, talented and diversified future leaders

for the NASW. In the course of this past year I have had the opportunity to meet many new people within my division and encourage them to consider stepping-up to a new challenge in running for an NASW position. Over the past year I feel like I have only just begun to “get my feet wet” but there is much more left to do. I am committed to accomplishing even more if elected.

Committee on Nominations & Leadership Identification Division Representative GENESEE VALLEY

Lisa D. Maynard

In 1991, Lisa D. Maynard co-founded a grassroots organization, Adoption Resource Network, which merged with Hillside Children’s Center in 2005. Currently the Director of Adoption Services at Hillside, an MSW Candidate at University of Buffalo, State University of New York. A member of NASW since starting the MSW program in 2008, an avid advocate and activist, having worked in child welfare for twenty years providing direct service to children, adults and families, as well as working administratively in service development, planning, grant writing and management.



In my work in child welfare, I see a troubling disconnect between various service systems including New York State Office of Mental Health, Office of Children and Family Services, Office of Persons with Developmental Disabilities and Juvenile Justice. This disconnect makes it quite difficult to access services so needed by families and children. Just one of many challenges faced by the people of New York today, we can do better if we work together. It is imperative for social workers to share professional knowledge and expertise across the state, to work collaboratively to impact decision-making, policy and legislation, and to break down barriers to adequate care. As a Board member I will utilize my relationship building and communication skills to engage members and others in dialogue to address NASW priorities and the varied social challenges facing the state, and to identify those with the potential to make a difference.

Committee on Nominations & Leadership Identification Division Representative NORTHEAST

Barry Davis

Barry Davis, LCSW-R has been the Family Specialist on the Schenectady ACT Team since August 2004. Prior to this position he has worked as a Social worker at Albany County Nursing Home for over five years. Barry has been a foster parent and currently an



adoptive parent. He currently serves as the CNLI Representative for the Northeast Division and is a member of the Diversity Committee of the Chapter. Barry has served as Northeast Division Director and a member of the Northeast Steering Committee ever since he received his MSW degree in 1997. He is a Field Instructor for the University at Albany SSW.

The CNLI plays a vital role in nurturing and encouraging members of the New York State Chapter to become leaders at all levels of the organization, Division, Board, Committees, and National(Delegate Assembly). I have enjoyed serving as the Northeast Division’s CNLI representative and would like to use all I have learned in the last two years, to do it for one more term.

It continues to be my goal to have double slates for all positions on the ballot. As a member of the Diversity Committee of the Chapter it is also important that our slate well represent the diversity of our membership as it is today and maybe more importantly as we would like it to be in the future.

Cultivating new leaders and in the openness of a process that encourages new leaders to emerge will help us grow stronger and more meaningful as an organization.

Committee on Nominations & Leadership Identification Division Representative NORTHEAST

Nicole MacFarland

Nicole MacFarland, LCSW-R, ACSW, DCSW is the Clinical Director of Senior Hope, an Albany clinic serving older addicted adults. She has over 17 years of clinical and leadership experience. Nicole holds a Bachelor of Arts from Skidmore College and Masters of Social Work from the University of Pennsylvania. As a doctoral candidate at the University at Albany’s School of Social Welfare, she has authored a book chapter, several articles, and an NASW-NYS on-line, continuing education course. Her professional accomplishments include receiving the 2009 Individual of Distinction in Addictions Education and Training for NYS and the 2010 NASW-NYS’s Social Worker of the Year Award.



I am proud to be a social worker and NASW member. It has been a privilege to work in various clinical and leadership roles, helping individuals struggling with mental health and addictions issues. As an active chapter member, I want to continue working closely with NASW-NYS, an organization deeply committed to supporting and unifying social workers in achieving social justice. With threats of budget and service cuts looming, NASW-NYS is calling on us to maximize our efforts to confront these challenges. Each one of you makes a significant contribution to the field by helping those in need.

Continued on page 26

Many of you are natural-born leaders, ready for leadership roles. As division representative of the Committee on Nominations and Leadership Identification, I will be committed to reaching out to those of you ready for such roles. We need your talent and commitment as we look to the future.

Committee on Nominations & Leadership Identification Division Representative WESTCHESTER

Anne Treantafeles

Anne Treantafeles, MSW is an executive secretary in the Graduate School of Social Service at Fordham University, where she earned an MSW degree in 2010. She began her involvement in Westchester Division events and activities during her studies, developed a division program called "Serving Those who have Served: Social Work with Active Duty Military, Veterans and Their Families" in 2009, and was appointed to CNLI Representative in 2010. "It has been personally and professionally fulfilling to work with other CNLI representatives from New York State, and to be a part of our professional organization and the values that it stands for." She enjoys speaking to social work students about the benefits of NASW membership and encouraging their involvement.



As CNLI Representative for the Westchester Division, I aim to help members who may feel inclined toward leadership to reach their goals, and I look forward to speaking with members about how they can be involved in division and chapter activities at a level they feel comfortable with. It has been my pleasure to work on the Committee on Nomination and Leadership Identification for the past year, and I hope to have the opportunity to serve another term.

Committee on Nominations & Leadership Identification Division Representative WESTERN

Jesse Grossman

Jesse Grossman, LCSW-R, ACSW, BCDCSW, SSWS is a Treatment Team Leader in Admission Services at Buffalo Psychiatric Center. Her experience is varied and includes teaching in a BSW program, private practice, medical social work consulting, Intensive Case Management Coordination, Clinic management, Day Treatment management, supervision, facility Discharge Coordinator, mental health administration, and direct clinical practice with adolescents and adults. Jesse



received her MSW from the State University of Buffalo, and has been an active member of N.A.S.W. since 1975. "Thank you for this opportunity to serve."

Since I joined NASW, I have served our Association on the local Steering Committee, as Division Director, Membership Task Force Chairperson, and State Board Member-at-Large. My most significant position is member! Our Association cannot exist without members to set its course and to continue to further its relevance to our various constituencies. We need not agree on all the issues, but all of our voices must be heard on every one. It is the role of the CNLI to recruit candidates for leadership positions within the Chapter, and to oversee Chapter election process. I am running to serve as Western Representative to the Committee on Nominations & Leadership Identification to ensure a continued active, diverse membership and leadership that will challenge, and share perspectives, needs and expertise, thereby strengthening our mission and our ability to effectively serve our members and our communities. Thank you for your support.

Committee on Nominations & Leadership Identification Division Representative WESTERN

Paula Madrigal

Paula Madrigal is currently the President of Phi Alpha Kappa Omega the national honor society chapter at Buffalo State College. She interns and volunteers at the Restoration Society's Harbor House, a drop in center for homeless individuals with mental health and or substance abuse issues. Paula won the Buffalo State College Phil Santa Maria Leadership in Diversity award and Buffalo Federation of Women's Scholarship. With one semester left in her bachelor's degree she holds a 4.0GPA. Paula is interested in direct service and especially in criminal justice and substance abuse (MICA).



A stable core (NASW) which allows those in the helping profession communicate effectively is essential and the fact that NASW is the largest organization to represent social workers, it is important that we embrace each and every opportunity that it holds for us. I believe in holding people accountable, including myself. If elected, it would be my honor to assist in maintaining the opportunities provided by NASW and improving its continued success. I believe that success goes beyond those who represent our concerns and ideas. We all have voices and many ideas and opinions that could be tremendously beneficial to each other; I would make an effort to hear them all.

Election Ballot on Page 17

air which was seen as having curative powers for TB, cholera, typhoid etc. Camp Cradle Beach, originally the Fresh Air Mission, was founded in 1888 to serve underprivileged children. They were brought to camp by horse drawn carriages and lived in tents on the hillside.

The first YMCA overnight camp started in Newport N.Y., 1885. Other encampments of the day often had a religious/reform purpose during the Social Gospel era. The (Lake) Chautauqua Institute in WNY is a prime example. As noted in the Encyclopedia, "Social agency camps partnered with Palisades Interstate Park Commission in New York and New Jersey. In 1913, the PIPC began leasing campsites equipped with facilities to run a camp. Non-profits just needed to bring campers and staff. The model still exists today. More than 500 agencies operate camps in NY Harriman State Park".

The topography of NYS with its array of rivers, valleys, lakes, mountains was especially conducive to camping & recreation. Gov. Theodore Roosevelt played a substantial role by setting aside vast acres of parkland for public benefit. Other municipalities followed suit.

In 1937 Louis Blumenthal, of the San Francisco Jewish Community Center, referred to *Group Work in Camping* as a "conscious, directive force, generated by the inter-actions with leaders.....to create a dynamic environment..... oriented to educationally sound objectives that include the maturation of the individual on all fronts: physical, mental, emotional and social." He said: "group work creates a mood perhaps best suggested by the warm emotional tone generated in camp community singing with its glow of group feeling and its sense of unity and high morale". His textbook was initially a series of articles for *Camping Magazine*, a publication of the American Camping Association. It also has a foreword by Bernard S. Mason, an early advocate in the recreation field.

Camps were a comfortable respite for many children; a natural place to emphasize good character traits, spiritual values; foster outdoor living, to acquire hobby skills and to just have fun. These "intentional communities" were underestimated as a training ground for aspiring human service professionals; a blueprint for residential treatment; and a research framework for the study of small group dynamics. "Camping citations appear in the editions of

Social Work Year Book from 1929 -1960, which validate the camp setting as a proper arena of practice [and an asset to society at large]. Reaching ten million youths in 2007, American Camping Association affiliates continue to provide"

[a nurturing environment where basic group work principles prevail], per Encyclopedia. Camping initiatives have made a permanent and positive contribution to American life.

A Deliberate Atmosphere Prevails

Michael Eisner, former chief of the Walt Disney Co. wrote a loving tribute to his camping mentors. His 2005 book, simply called *Camp*, extols life-long friendships; the challenges and adventure, the lessons-learned like teamwork and "looking out for the other guy" that shaped his future and were to become his guide in the business world.

Camps operate with a solid group work foundation:

- They preserve the dignity of the individual,
- Provide a flexible mix of structured events and free time
- They are places where children can let off steam in a constructive way
- The activities are not ends in themselves
- Decency/respect are instilled openly
- Resilience, self reliance are promoted
- Counselors are admired and become worthy role models
- Young people with leadership potential are given encouragement
- Cabin mates learn to make group decisions.

In agency-run camps, a director's spouse or community volunteers are often on-site to offer an extra element of caring and family.

Practice Wisdom:

Pre-Season: In the spring, Morris Siegel conducted an orientation for new campers at the JCC. Chairs were placed in a large circle in order to make eye contact. During the 1 hour session, he was able to deftly ascertain from observations and interactions the boys or girls who could be a problem later on & might require special attention at camp.

First Day: When a child asked to change cabins, Moose would respond very patiently, "See me tomorrow because today is too busy" knowing full-well the youngster, by then, would be settled in with his or her new friends and would not ever want to be moved.

Good Start: Mary Hannick assembled the day camp children in front of the settlement house and personally escorted them onto buses for the awaiting parks and beaches. She followed the same routine upon their return and again spoke to each child by name.

Letter from Home: Genesee Settlement arranged an overnight experience for 9-12 year olds, as an extension of day camp. Mary knew that some parents might not write to their children. So no one would feel left out, she sent every child a handwritten postcard.

In Summary

Partly rooted in the camping tradition, group work is as relevant today as it ever was.

Child-centered camps & recreation facilities are core elements of the social safety net. In recent decades, our profession turned its attention away from enhancing the normal growth and development of children towards a main focus on psychopathology and treatment. We must reverse/equalize that trend and renew the investment in all children.

The Council on Social Work Education has decided to keep its current study system pertaining to group work as is; with the group work track will remain separate. A step in the right direction, yet a limited victory nevertheless. Many of my colleagues still ask: Are we a vanishing breed; a junior partner in social work education?

The public is requesting to receive more social services within a group format. The academic community needs to be prepared. The full measure of group work scholarship

ought to be infused in the national syllabus. Given our heritage, more schools of social work in the Empire State should provide for and support a group work department.

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Paul Wexler ACSW, LMSW, is a seasoned practitioner with a focus on group work. His job path has included community centers, residential treatment and occupational social work. He was Director of the WorkGuide program at The Health Association of Rochester for 30 years and a key agency-wide grant writer. Contact him via: kpwexler@aol.com

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- *Trust in the Supervisory Relationship* with Dr. Kathleen Deal

Plenary Presentations

- *Strategies for Training Clinicians in Evidence-Based Treatments: Implications for Clinical Supervision* by Dr. Steve Martino
- *Reflective Supervision Across Disciplines: Common Themes and Strategies* by Dr. Gil Foley
- *Clinical Supervision in the Public Sector: A Child Welfare Exemplar* by Scott J. Migdole

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Ads for the Supervision of Clinical Social Work in NYS: NASW-NYS advises all individuals providing/receiving clinical social work supervision services in NYS to be aware of and in compliance with the laws, rules and regulations governing such practice which are outlined on the NYS Education Dept.-Office of the Professions Social Work website: www.op.nysed.gov

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