From Social Work to Capitol Hill

Senator Barbara Mikulski and Social Work Staff Keep Social Work in the Forefront

By Peggy Powell

Long days, long nights, a steady stream of constituent calls. Midnight votes, long meetings on the pressing issues of the day, but gratification at the end of the day that someone’s life is better for it.

These are scenes lived out on a daily basis by Sen. Barbara Mikulski and her staff, many of whom are trained social workers. Sen. Mikulski, herself a Maryland Chapter member and a veteran member of the United States Senate, is certainly no stranger to hard work. She and three of her social work staff members, Pam College, Denise Noor and Kristin Soper talked recently with The Maryland Social Worker about how important their background in social work has been to their work on the hill. All, including the Senator, credit their perspectives as social workers for drawing them to work that allows them to address the needs of those in the communities they serve.

Sen. Mikulski, a native Baltimorean, who grew up in the community of Highlandtown, says that the sound work ethic she learned from her parents and from her Catholic school education influenced her greatly and helped her to recognize her desire to help others. "I often saw my mother open the family grocery store early so local steelworkers could buy lunch before the morning shift, she says. "I was inspired by the sound work ethic she learned from her parents and from her Catholic school education that would have taken apart the underdog never waned and the road fight was outside," she recalls. Her fight for the underdog never waned and she carried that passion for justice from Baltimore with her to Washington, where she remains one of the most effective and respected of legislators. Having never forgotten her roots, Sen. Mikulski never forgoes a battle to help those most in a need of help others."

Sen. Mikulski began her social work career working with at-risk children and seniors on Medicare issues. Her early community activism was the hallmark of what would carry her from Baltimore to the hallowed halls of the Senate. Sen. Mikulski’s community activism took full bloom decades ago when she became involved in an effort to halt plans for a highway that would have taken apart Baltimore neighborhoods, including Fells Point and the Inner Harbor. "The road fight was my turning point—when I knew that I would rather be opening doors for others from the inside, than knocking on doors from the outside," she recalls. Her fight for the underdog never waned and she carried that passion for justice from Baltimore with her to Washington, where she remains one of the most effective and respected of legislators. Having never forgotten her roots, Sen. Mikulski never forgoes a battle to help those most in a need of voice. She says that her back...

Mark your calendar now for the Second Annual Fall Clinical Conference! The two-day conference, under the theme of "Clinical Issues Facing Social Workers Today," is scheduled this year for Thursday, October 11 and Friday, October 12 at The Conference Center at the Maritime Institute of Technology in Linthicum Heights, Maryland (near BWI airport). This year’s program has been expanded to include 24 total workshops which will offer social workers an opportunity to earn up to 14 continuing education hours over the two-day period. Each day will offer a total of 12 workshops on a broad array of cutting-edge topics. Workshops will cover the gamut of clinical practice issues ranging from adolescents and substance abuse to eating disorders; ethical issues and self-disclosure; relationship enhancement to post-traumatic stress syndrome; legal issues in establishing a private practice and more. As with the 2006 program, attendees will also have the opportunity to fulfill their Board of Social Work Examiners’-required 12 hours of continuing education hours in supervision, with four three-hour offerings over the two days. (Please see full schedule on pages 10 and 11 of this issue). Attendees can also earn another 2.5 Category II hours on Thursday evening by taking part in viewing a specially-selected film (tena...

Annual Fall Clinical Conference Set for October

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Please rush...
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s I approach the beginning of my tenure as president, I am greatly encouraged by the condition of NASW-MD. The many accomplishments that our chapter has achieved under the superb leadership of Judith Shagrin have paved the way for great future success.

Judith has led the board of directors, along with Daphne McClellan and our excellent staff, in placing our chapter in a very strong financial position and initiating a statewide public education campaign. With Judith at the helm, the chapter has also played an important role in advocating for our profession and vulnerable populations. Last year, NASW-MD championed efforts to convince the state to conduct a study of the child welfare workforce and to pass legislation to better evaluate and improve outcomes in child welfare. NASW followed up this year by successfully achieving passage of legislation to protect and expand the scope of practice for social workers. Continuing education opportunities for our members have grown to include two annual statewide conferences in addition to Social Work Students’ Advocacy Day and workshops across the state.

We must not let these achievements go to waste. Much hard work remains for our association — our directors and staff, our committees, and our members. In the coming months, we will be identifying priorities for the year ahead.

One critical area of concern to our profession is a projected shortage of professional social workers available to meet the needs of those we serve in the near future. One factor contributing to this impending shortfall is the ‘aging’ of our profession. NASW’s recent workforce study indicated that a significant proportion of social workers will be reaching retirement age in the next few years and new social workers are entering the profession later in life, resulting in shorter careers. Other factors include lower average salaries for social workers relative to comparably trained professionals and the significant educational debt faced by social workers. In response to this issue, our chapter and other NASW chapters across the nation will be taking part in the Social Work Reinvestment Initiative to alert our communities and policy makers to this impending crisis and advocate for public reinvestment in ensuring that the demand for critical services will not exceed the supply of professional social workers.

Now, more than ever, we need our members to become actively involved in NASW-MD by bringing your knowledge and expertise to one of our committees, by attending NASW-sponsored educational and social events in your branch, by taking advantage of the online advocacy tools on the Chapter’s website, and by encouraging your colleagues to support the profession by joining NASW.

Our current board of directors and committee chairs truly reflect the tremendous knowledge and passion of our membership and our newly-elected board members will bring renewed energy and enthusiasm to our work. These volunteers represent such areas of social work practice as education and health care, management and community organization, aging and child welfare, and mental health. I am looking forward to the work ahead as we strive to build upon the great achievements of the past two years.

Our fiscal and program year are on a cycle which goes from July 1st to June 30th. Every June we have a dinner meeting where we thank our board members who are cycling off the board and we welcome the new board members. On June 26th we had our dinner meeting and at it we also welcomed our new president, Robin Summerfield, our new treasurer, Tyler Betz as well as all the new board members and our new Delegate Assembly representatives.

Summer at NASW is a time of evaluation and reorganization. As staff members, we consider our programs of the last year, we write our goals and objectives for the coming year and we discuss how we might best design programs to meet those goals and objectives. The summer concludes with a leadership retreat for the board members, committee chairs and staff. At that retreat we evaluate the organizational goals of the past year and discuss the goals and objectives for the coming year. All of this is in preparation for providing the very best services we can to our members and to the social work profession. I look forward to working with Robin, the new board and the energy they will bring to our association.

You are an important part of our work. The 15 board members and 3 and one-half staff members cannot carry on the work of this organization alone. Join us this summer in taking stock of your professional life. Decide to become involved with your professional association. We have a multitude of committees and task forces which are the lifeblood of NASW. Join one! Call the NASW office or send an email expressing your interest!

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Social Workers and Non-custodial Parents’ Requests for Records

Who Has Access Children’s Records?

BY SHERRI MORGAN and CAROLYN I. POLOWY
(c) NASW March 2007

Introduction

From time to time, social workers raise concerns about whether or not a non-custodial parent may access a social worker’s therapy records regarding their child. Several factors may influence a social worker’s response to a request from a non-custodial parent, including:

- Whether the child is of sufficient age to independently consent to treatment;
- How disclosure may impact the therapeutic treatment relationship;
- Whether there are active concerns about abuse or neglect by the parent requesting the information;
- Whether the child’s treatment was provided in individual sessions or conjointly with the custodial parent; and
- The purpose of the request.

Some of these factors may affect the right to access records while others may influence the manner in which the social worker handles a request for records or information from a non-custodial parent. In most instances, a “non-custodial” parent has the right to regular visitation with the child and retains shared legal custody. In order to exercise the legal rights of a parent, the non-custodial parent typically requires access to the same information and documents concerning the child’s welfare as the custodial parent. This Legal Issue of the Month article summarizes the state statutes pertaining to non-custodial parents’ rights to access their children’s records and, in a footnote, provides citations to such provisions in each state. NASW’s Legal Defense Fund is soon to publish a new Law Note, Social Workers and the Legal Rights of Children, Part I: Family Issues. This publication addresses a broad range of issues concerning children and legal dilemmas faced by social workers who provide treatment to children and families. A detailed state-by-state chart of state law provisions regarding non-custodial parents’ access to records will be included in an appendix to the upcoming Law Note.

State Statutes Reviewed

Most states allow both parents equal access to records unless there is language in a court order or custody decree that provides otherwise. For example, the Alaska statute states: “A parent who is not granted custody...has the same access to the medical, dental, school, and other records of the child as the custodial parent” (Alaska, 2006). State statutes generally allow court discretion to limit the non-custodial parent’s access to records. For example, the Pennsylvania provision states: “The court, in its discretion, may determine not to release any part or parts of the information in this section but in doing so must state its reasons for denial on the record” (Pennsylvania, 2006).

There is some variation among the states concerning exactly to which records non-custodial parents may have access, although they generally include records of healthcare treatment. Furthermore, some states allow a treating professional to withhold one record in conjoint sessions with a parent, the rights of that parent to confidentiality may require denial of access by the other parent to portions of the record. Some states allow a treating professional to virtually all records pertaining to the child. For example, Montana law states: “[A]ccess to records and information pertaining to a minor child, including but not limited to medical, dental, law enforcement, and school records, may not be denied to a parent who is a party to a parenting plan” (Montana, 2005). However, some states have narrowly worded statutes that limit the non-custodial parent’s access to only the types of records listed in the statute. Arkansas provides access only to educational records, stating: “Any noncustodial parent who has been awarded visitation rights by the court with respect to a child shall, upon request, be provided a copy of the current scholastic records of such child by the school district or college attended by the child” (Arkansas, 2006). Some states allow a treating professional to withhold one parent’s address if there are concerns about danger to either the child or parent. Massachusetts law states that “if non-disclosure of the present or prior address of the child or a party is necessary to ensure the safety or welfare of such child or party, the court may order that any part of such record pertaining to such address shall not be disclosed to such non-custodial parent” (Massachusetts, 2007).

Finally, if parental rights have been formally terminated by the courts, then the parent has no recognizable legal rights under any parental laws. This situation is generally limited to instances of severe abuse or neglect and/or where an adoption has occurred. This is distinct from the more common scenario where a parent may have limited visitation rights, but retains full legal rights as a parent, such as the right to access medical records and make decisions regarding the child’s well-being.

Analysis and Conclusions

Social workers must take care to respect the legal rights of both of the child’s parents when treating minor clients. Communicating effectively with parents about their respective rights to information and to participate meaningfully in treatment is an important component of providing services to children in families. Social workers with reasonable concerns about possible harm to children due to a release of records to a parent should seek legal assistance to determine whether a court order may be necessary to deny access to records. When children have received treatment in conjoint sessions with a parent, the rights of that parent to confidentiality may require denial of access by the other parent to portions of the record. Social workers should be familiar with the law in their state regarding access to records and with HIPAA provisions regarding access, if applicable.

References

Massachusetts General Laws ch. 208 § 31 (2007).

Resources


Living with Mental Illness as a Mental Health Professional

By Marcia Kearley, LCSW-C

We all know there is stigma attached to mental illness. But, what does it feel like from the inside? And how does it affect one’s ability to enjoy success in a career? I was diagnosed in 1978 with bipolar disorder. At age 65, I am now writing a book and feel comfortable telling my story.

What does it feel like? For me the best way to describe it is this poem I wrote in college.

Up up and away in my hot air balloon I fly
Scoring to heights unknown.
Down, down and down until my hot air balloon crashes
Scoring to depths unknown.

Here is just one of my stories:

I pull my blankets off in slow motion. My knees buckle as I put one foot and then the other on the floor. I drag myself to the shower, trying without success to turn the spigot. I barely manage to brush my teeth. My clothes closet is in front of me, one big blur. I feel like I am sinking into a deep black tunnel without an escape. I am gradually descending into this abyss for days but I pretend it isn’t happening. After all I am a clinical social worker who has to keep “the secret” from colleagues. I am working at my practicum for my MSW. What if I do sink into my dark tunnel now? My supervisor won’t understand. That was my fear.

I find out soon enough. My spouse tells my psychologist that I am suicidal, comes to get me and off I go to Taylor Manor Hospital. When stable, I return to my practicum, ready to resume my duties.

My worst fear happens: “Marcia if I had known that you had bipolar disorder I would have never accepted you as my student” my supervisor says. I ask if she is going to keep me from graduating. No, she says. Do you think I will do such a thing to you? ... As if she hasn’t already!

Although this story is in the past, I have been affected by the stigma throughout my career. Recently I gave a talk at Montgomery County Community College to a class of mental health students. I told that, with some remarkable exceptions, I have had to hide my illness during my career to avoid the demeaning consequences of stigma. As I heard myself talk I began thinking, boy are you being cynical, even though I told them about the positives (yes, for a clinician there are positives) as well as the negatives. And so, I especially expressed how important it is to accept our colleagues for whoever they are.

Acceptance of our colleagues has come a long way since I was a student (I graduated in 1991 with MSW), however, unfortunately there still is a long way to go.

The National Association of Social Workers-Maryland Chapter’s Committee on Substance Abuse and Dependence (COSAD)

Next Committee Meeting is
6:00 PM, Thursday, September 20th
at the Chapter office.

New or potential members are always encouraged to attend!

If you work in addictions, have an interest in the field, or just want to learn more, we are always looking for new committee members!

For additional information:
Contact John Costa at 410-788-1066, ext. 11
(Conference call capabilities are available)
A Look at Maryland Author James A. Forte

This is a little different than my usual column. It is the first of what will be an occasional report designed to bring a Maryland author to the attention of the NASW membership. In this instance, it is a text book on human behavior by James A. Forte (Forte 2007). It has a short and simple title, "Human Behavior and the Social Environment and a longer and more complex subtitle, Models, Metaphors and Maps for Applying Theoretical Perspectives to Practice. It is the subtitle that conveys the import of this work.

The social work curriculum has broad requirements for human behavior knowledge. The latest revision, 2004, of the CSWE Educational and Policy Standards says, "Social work education programs provide content on the reciprocal relationships between human behavior and social environments. Content includes empirically-based theories and knowledge that focus on the interactions between and among individuals, groups, societies, and economic systems. It includes theories and knowledge of biological, sociological, cultural, psychological, and spiritual development across the life span; the range of social systems in which people live (individual, family, group, organizational, community); and the ways social systems promote or deter people in maintaining or achieving health and well-being."

Putting aside its questionable syntax, this statement is quite a mouthful. Most schools offer a two semester course either with the title "Human Behavior and the Social Environment" or a variation on this name. The content of these courses differs from school to school and professor to professor. Since this is not designated as a practice course, it means many non-social workers often teach it. All of this combines to make the human behavior course one of the more problematic ones in the social work curriculum.

Forte's book brings a highly organized and social work practice focus to this subject matter. He puts his educational bet on theory and ways to relate it to practice. There are three sections: (1) Understanding Theories and Tools for Translation; (2) Models, Metaphors, and Maps Applied; and (3) Theoretical Integration. The chapters in part one provide epistemological tools. He considers the nature of theory, models and metaphors for practical theorizing and the theoretical and ecosystem maps which are the tools used for translating theory into practice principles. The material in these chapters is rich. If I were teaching, this is a book I would use. I am not sure how well these chapters would go at the masters level but they are definitely needed at the doctoral level.

Part two is the book's heart. It covers the theories that Forte considers central to social work. Each chapter title is preceded by the word applied and most are followed by the word theory. They are ecological, social systems, biology, cognitive science, psychodynamics, behaviorism, symbolic interaction, social role, economic, and critical. These chapters are an important and original contribution to teaching and learning human behavior.

In a brief column I can only show this fruitful material's bare outlines. The chapters are parsed with orientation to the theory under consideration, a brief description of its subject major proponents, a section on metaphors which help locate the theory in the theoretical core assumptions, the way human development is viewed from the theory's perspective, critical comments, an eco-map of the theory, a discussion of limits, and a model for the way the theory is used in practice.

There are several outstanding things about this structure. Foremost is that the book is not advocating but teaching. Presenting brief intellectual biographies of the theory's proponents is an important aid in remembering the theory. Taking the reader from a theory's initiating ideas to seeing it reflected in practice is exactly what is needed to make this subject matter interesting, alive, and relevant. Often the practice illustration's come from Forte's own work. It is this quality that makes this work immediately applicable to what social worker do. This is rare in any book on this subject.

Starting with the BA and going through the PhD, most programs in the social sciences offer required courses in the history and ideas of the great people in their field. Social work doesn't. Forte's ability to summarize each theory in its own terms is exceptional. This also holds for his presentation of critical comments and limitations associated with a theory. Not mixing description with critique enhances both the readability of this work and the reader's ability to remember the content. Material in this concise and objective format recommends these chapters as study guides in preparing to take licensing exams and as resource references for practitioners already in the field.

Part three consists of one chapter that integrates the two prior sections of the book. This is a short chapter and there are several charts that reduce key elements to lists. This too is useful for learning, but only if the prior ideas have been understood.

Forte argues for multitheory integration. He sees the practitioner as an eclectic not committed to one theory but using techniques from any theory as appropriate. I take a different approach. I think it is necessary to know one theory well. It is not easy to learn theory and mastering one is usually enough for a lifetime. A theory is ultimately a point of view, a way of looking at the world. One needs to be securely grounded in their world view to be able to create new knowledge and to accurately select techniques that stem from other theories. It is necessary to do this because no theory completely explains behavior. The difference is only in emphasis since we both agree that practice requires drawing techniques from many theories.

Forte identifies the ecosystem perspective as the dominant paradigm in social work and uses this throughout the book to frame much of the presentation. I have always had question about this because it uses interaction loosely and talks of interacting with the environment. You respond to the environment but you interact with people. Interaction requires mutual awareness and shared social norms; in other words, people.

Another question I have concerns his emphasis on Hans Falck's membership concept. Falck, a former Maryland faculty member, wrote a memorable book on the subject (Falck 1988). Forte identifies him as a symbolic actionist. While he denies dichotomies in the way that pragmatists do, he also denies the individual. The dichotomy that Mead disposed of was that between mind and body. To him the self was a distinct entity, a product of interaction. He states this in an interesting way. "There are all sorts of different selves answering to all sorts of different social reactions. It is the social process itself that is responsible for the appearance of the self; it is not there as a self apart from this type of experience. A multiple personality is in a certain sense normal ..." (Strauss 1964, p. 207). Falck maintains that membership is the issue and that one cannot conceive of the individual as an entity. In his distinction between the me and the I, Mead makes specific allowance for the individual. The me is the membership response since here the person responds to the other in terms of known social expectations. When the I responds it is in an unexpected way, that is, it is an individual response. Without this there would be no social change at any level. Life might be pleasurable and secure but very dull.

But enough of that, the main point of this column is that Forte's Human Behavior and the Social Environment is a wonderful book. It can be used by beginning and advanced practitioners and by beginning and advanced students. It is relevant to theory and practice and is model text for a professional course on human behavior and the social environment. Forte's methodology in this book holds the promise of solving a major problem in social work education and in making the social relevant to practitioners in ways that they can use. He is at Salisbury University. I would hope that schools, NASW, and agencies can find ways to explore his ideas with him.

References


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Congratulations to Newly-Elected Board Members!
The Maryland Chapter announces the results of our June 2007 election

Tyler Betz, previously the Chapter's Branch D (Eastern Shore) Representative, has been elected as Treasurer for the Chapter; Tyler will serve a two-year term from July 1, 2007 through June 30, 2009. Stacey Upton has been newly-elected to the position of Branch B Representative, representing the Western Maryland region of the state. Long-time Branch Representative, Michele Jones, has been re-elected to represent Branch C, covering the Montgomery County and Prince Georges County areas. Carol Masden will join the Board as the Branch D Representative. Joining the Board as Branch E Representatives (Baltimore City, County, Howard, Anne Arundel, Carroll and Harford Counties) are Christie Bullman and Mimi Ryans.

Newly-elected student representatives include Jessica Hartwell, BSW Student Representative, and Allison Ford, MSW Representative. Finally, former Branch E Representative, Anjani Meuter, will now serve as the Chapter's representative to the NASW Delegate Assembly. These new representatives were installed at the Board of Directors' Annual Meeting held on June 26. The newly-installed Branch Representatives will serve for the 2007-2009 term; Student Representatives serve a one-year term from 2007-2008. Our Delegate Assembly representative will complete the three-year 2006-2009 term.

Best wishes to all!

Ilene Rosenthal Named Maryland Deputy Secretary of Aging

Maryland Secretary of Aging Gloria Law-lah has appointed I lene Rosenthal as Deputy Secretary of Programs for the Maryland Department of Aging. A member of the Chapter's Committee on Aging, I lene has been with the Maryland Department of Aging for some 20 years. She most recently served as Chief of Housing Services for the Department where she was responsible for planning, developing and implementing housing options to accommodate the range of incomes, functional levels and preferences characteristic of Maryland's older residents. In addition, she was responsible for the administration of the Medicaid Waiver for Older Adults, the Assisted Living Subsidy Program, the Congregate Housing Services Program and the Naturally Occurring Retirement community Initiative. She also served as project director for the Aging and Disability Resource Center Program and Maryland's Long Term Care Awareness Initiative. Ms. Rosenthal holds Bachelor's Degrees in Social Work and Psychology from the University of Maryland, Baltimore County and a Master's Degree in Social Work from the University of Maryland School of Social Work.

The Maryland Department of Aging, in partnership with local Area Agencies on Aging, provides leadership and advocacy for older Marylanders and their families through information, education, programs and services, which promote and enhance choice, independence and dignity.

Suzanne Ricklin Earns IAEDP Supervisor Designation

Chapter member Suzanne Ricklin, LCSW-C, BCID, CEDS, a psychotherapist in private practice for more than 25 years, has recently been named an Approved Supervisor in Eating Disorders by the International Association of Eating Disorders Professionals (IAEDP). She is the only health professional in Maryland to earn this distinction and one of only 24 in the entire United States. Achieving this designation enables Ms. Ricklin to handle the most challenging and difficult cases, supervise other professionals who are attempting to become IAEDP certified in the area of eating disorders and supervise social work students in Maryland and across the country. As a result of her new professional standing, Ms. Ricklin plans to direct more of her attention to projects focusing on the prevention of eating disorders, possibly through early intervention with grade school children. She also intends to participate in the development of public/parent education programs outlining the warning signs of eating disorders.

Ms. Ricklin is also a Certified Eating Disorders Specialist through IAEDP and a member of the Academy of Eating Disorders. She treats clients and their families dealing with eating disorders including: Anorexia, Bulimia, Binge Eating Disorder, Compulsive Overeating, and the often related issues of Depression, Anxiety, Obsessive Compulsive Disorder, Bipolar Disorder, Addictions and other compulsive behaviors. A native Baltimorean, Ms. Ricklin earned her bachelor's degree in elementary education from the University of Maryland at College Park and her master's degree from the University of Maryland School of Social Work.

Aldrin Ceballos Receives Scholarship Award

The Maryland Chapter is pleased to announce that Chapter member Aldrin Ceballos has been selected by the NASW Foundation as a 2007-2008 Consuelo W. Gosnell Memorial MSW Scholarship. The award is presented to selected social workers each year by the Gosnell Memorial Scholarship Panel. The committee's announcement noted his desire and commitment to working with American Indian and Latino populations in addition to his outstanding academic record. Mr. Ceballos and other Foundation award recipients will be featured in an upcoming issue of NASW News and on the NASW Foundation's website.
NASW Public Education Campaign Update:
Write for NASW’s Consumer Website

Looking for a way to make a contribution to the National NASW Public Education Campaign? The answer lies in your fingertips. The National Office is looking for articles written by social workers to place on the Public Education Campaign’s consumer website, an integral part of the Campaign. The website, HelpStartsHere.org, contains hundreds of pages featuring articles, resources and more on a broad range of social work issues. It is one more way NASW is attempting to educate the public on the depth and breadth of the social work profession; by the end of 2006, NASW hoped to have more than 600 pages of content. The goal for the site is to create an avenue for consumers to find desired information on an expansive array of psychosocial issues. Currently, the site has 30 content categories. Social workers can submit articles in any of the following four areas: Current Trends in a Particular Area of Practice (800-1200 words); Your Options [Services Available to Help Individuals] (800-1200 words); How Social Workers Help in a Particular Area of Practice (800-1200 words); and Tip Sheets on Various Conditions (500-800 words). Another special feature of the website is a “Call for Stories” from the public about their real-life experiences with social workers; social workers are also encouraged to submit their own success stories about their professional experiences.

For more information on how to submit an article about your practice area or to find out more about the National Social Work Finder, go to www.HelpStartsHere.org. For specific information on submitting articles, click “submit an article” on the HelpStartsHere home page; for specific information on the social work registry, click “Find a Social Worker,” then click the second “Find a Social Worker,” then click “Attention Social Workers.”

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MONTGOMERY COUNTY CRISIS CENTER rarely has openings (very low staff turnover) and is adding 3 FT Therapist positions to enhance the 24/7 service. Bring your excellent psychosocial/diagnostic assessment/ intervention skills & continue to learn & grow in this clinically stimulating setting. MCCC serves Mont. Cty. Residents: all ages, all types of crisis, via walk-in, mobile, residential, CISM, psychiatric & telephone crisis services. Crisis issues inc. acute mental illness, DV, situational crisis, trauma. Services are free meaning no insurance auth/billing/fee collection. Our program is exceptionally team-focused: you would join a staff inc. 25 therapists from SW, Psych, Counseling backgrounds. Shift work: (on-site, no on-call). days, eve, nights, swings, & every other weekend. Staff work out a schedule to suit program/ personal needs.

Generous salary/benefit package enhanced by evening, night pay differential and opportunities for holiday/OT pay. Many opportunities for prof. growth, inc. treating caseload of crisis clients (24/7 coverage!), supervising grad students, program development.

MD LCSW-C or equivalent MD license (LCPC, Ph.D, or APRN) required. Apply ASAP for best consideration. EOE. Bilingual candidates (who may qualify for language pay differential) strongly encouraged to apply. See Therapist II Position at http://www.montgomerycountymd.gov/content/ohr/career/level1.asp for more info and to apply specify Setting D.

PRN therapist positions also available. Extremely flexible schedules, typically work 8-32 hours/week. See website above.

Our Assertive Community Treatment (ACT) team working with SPMI clients Mon-Fri is seeking a FT Supported Employment Specialist (minimum LGSW or equiv; supervision provided) and a FT Psychiatric APRN.

Call 240-777-1407 for more info on these two positions.
Non-Profits can list Requests-for-Proposals (RFPs) for a variety of goods and services. Non-profits are clearinghouse that connects businesses with the most for their dollars. Non-ProfitRFP meets businesses which can help them get to help them reach out to organizations. April for non-profits around the country.

A new online service was launched in for the second Annual Clinical Conference. DON’T FORGET to reGIster

Notes

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News

NASW-MD see pages 10-14 for details

The Pro Bono Counseling Project Celebrates Sixteen Year Alliance With NASW-MD

In its annual review of services, The Pro Bono Counseling Project reports that clinical social workers provided therapy for 318 uninsured, low-income families and individuals, donating 2,174 hours of therapy during the past year. On behalf of these clients, The Pro Bono Counseling Project expresses gratitude to:

Estela Absch, LCSW-C
Len Adler, LCSW-C
Joanne Atthoff, LCSW-C
Luis Alvarrez, LCSW-C
Robert L. Bacharach, LCSW-C
Maggie Barris, LCSW-C
Avn Barron-Shaish, LCSW-C
Mary Bass-Johnson, LCSW-C
Gail Bethhea-Jackson, LCSW-C
Helen Bianca, LCSW-C
Anne M. Biener, LCSW-C
Katharine Gust-Bilenkie, LCSW-C
Donna Reeves Bowman, LCSW-C
Diane H. Braverman, LCSW-C
Laura Brookes, LCSW-C
Leslie D Brown, LCSW-C
Laurel M. Brown Levia, LCSW-C
Sharon Broy, LCSW-C
Mary C. Burke, LCSW-C, BCD
Darby Burnam, LCSW-C
Sharon T. Calvano, LCSW-C
Claudia Cameron, LCSW-C
Carol Carine, LCSW-C
John T. Carey, LCSW-C
Mary Ann Constantinides, LCSW-C
Mary G. Craig, LCSW-C
Michael Crouse, LCSW-C
Swarun Seth Dhaman, LCSW, BCD
Amy Donohue, LCSW-C
Timothy Donovan, LCSW-C
Carole S. Downing, LCSW-C
JoAnna Durham, LCSW-C
Mary Durning, LCSW-C
Lynne A. Farbman, LCSW-C
Stere仿ie D. Feldman, LCSW-C
Tedd Fittman, LCSW-C
Frances Forstenzer, LCSW-C, BCD
Sharon Freeman, LCSW-C
Sue Futeran, PhD, LCSW-C
Jim Gach, LCSW-C
Harriet Gailey, LCSW-C
Michael Gillotty, LCSW-C
Leatrice Goldberg, LCSW-C
Miles Golden, LCSW-C
Karen Gordon, LCSW-C
Geoffrey Greif, DSW, LCSW-C
Rosalind Griffin, DSW, LCSW-C
Diane Hatto, LCSW-C
Jessica Henrot, PhD, LCSW-C
Barbara Hill, LCSW-C
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Carol Hyton, LCSW-C
Neil Isacss, LCSW-C
Frances James, LCSW-C
Eva Kaplan, LCSW-C
Mae Kastor, LCSW-C
HeLEN Kaufman, LCSW-C, MSW
Marian Kaufman, LCSW-C
Marcia S. Kearly, LCSW-C
Kathleen Kelly, LCSW-C
Sarah Kelly, LCSW-C
Kathleen Kenny, LCSW, LCSW-C
Hilla Karen, LCSW-C
Karen Klein, LCSW-C
M. Kathleen Knotz, LCSW-C
Galena Kupfer, LCSW-C
Thomas R. Large, LCSW-C
Nancy Lee, LCSW-C
Joel Leiber, LCSW-C
Sara Lieberman, LCSW-C
Donna Liu, LCSW, LCSW-C
Yasmin Llveras, LCSW-C, LCSW
Janet MacFarlane, LCSW-C
Joella Malam, LCSW-C
Jack Mangold, LCSW-C
John McComb, LCSW-C
(also supervised Brook Teal)
Regina McNamara, LCSW-C
Daniel P. Menarski, LCSW-C
H. Joseph Meyer, LCSW-C
Israela Meyenstein, LCSW-C
Clarice Miller, LCSW-C
Peggy Montgomery, LCSW-C
Janet Moss, LCSW-C
Sally Neustadt, LCSW-C
Joshua N. Okundaye, PhD, LCSW-C, LICSW
Jerry Parr, LCSW-C
Ellen Schwartz Patterson, LCSW-C
Anna L. Peterson, LCSW-C
Bettie Porth, LCSW
Suzanne Price, LCSW-C
Janet D. Raffetto, LCSW-C
Howard Rebach, LCSW-C
Celeste Reminger, LCSW-C
Howard Reznick, LCSW-C, P.A.
Sheila Rowny, LCSW-C
Sara K. Rubloff, LCSW-C
Alexandra Rymalnd, LCSW-C
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Artiee Saks-Martin, LCSW-C
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Sharon Strand, LCSW
Cheryl L. Taylor, LCSW-C
Cindy Taylor, LCSW-C
Paul L. Timin, LCSW-C
Kate Tsai, LCSW-C
Linda T. Ullom, LCSW-C
W. Victoria VanDenBurg, LCSW-C
JocKyn Vaughn, LCSW-C
John J. Varleger, LCSW-C
Carol Walden, LCSW-C
Paul J. Washo, LCSW-C, LLC
Rosanne Miegler Weng, LCSW-C
Ellen Westerman, LCSW-C
Bernard A. Yates, LCSW-C

During the past 16 years, more than 9,200 families and individuals have received in excess of 42,000 hours of therapy from 1,248 clinical social workers, licensed clinical professional counselors, psychologists, psychiatrists and psychiatric advance practice nurses. Currently, 628 clinical social workers participate throughout the state. The Pro Bono Counseling Project requests licensed and insured therapists to take one carefully screened referral per year. Please call for more information: 410-323-5800, 301-805-8191, 1-877-323-5800 or e-mail: Ellen@probono-counseling.org.
Dr. Luongo is known for the innovation, vision and commitment that he brings to his dedication to improving services to those in need in Maryland. Dr. Luongo received his Ph.D. from the University of Maryland-Baltimore and his MA and BA in Psychology from Catholic University of America in Washington, D.C.

Leading off Friday morning's program will be keynote speaker, Mr. Peter Earley. A former reporter with The Washington Post, Mr. Earley has been a professional journalist for over 30 years. He has authored three novels and eight non-fiction books over the years.

Mr. Earley will share his insights on navigating the mental health system. He knows first-hand the many challenges the mental health system can present for families and consumers. He has chronicled both his experiences as a parent searching for help for a son with a mental illness diagnosis and his observations made during a nine month investigation of the Miami Dade County Jail where he followed prisoners with mental health problems through the justice systems and into the community to observe what kinds of services were available to them.

He has captured his experiences in his most recent book, “CRAZY: A Father's Search Through America's Mental Health Madness” (2006) ; the book was one of two finalists for the 2006 Pulitzer Prize for nonfiction books.

Mr. Earley's books have sold over one million copies worldwide. Of his eight nonfiction works, his first book, “Family of Spies: Inside the John Walker Spy Ring” (1988), chronicled the story of one of the most damaging spy rings in our nation's history. It was a New York Times Bestseller, ranked number nine on the New York Times paperback list in February of 1990. It was also excerpted by The Washington Post Magazine and reprinted by the Readers Digest Condensed Books. It was made into a five-hour CBS mini-series which starred Powers Booth and Leslie Ann Warren and was nominated for an Emmy. In another of his nonfiction books, “Circumstantial Evidence: Death, Life, and Justice in a Southern Town” (1995), Mr. Earley's investigation helped to free a black man wrongly convicted of murder after spending six years on death row in Monroeville, Alabama; the book won the Robert F. Kennedy Memorial Book Award for Social Justice and was chosen by the Mystery Writers of America as Best True Crime Book of 1995.

In “The Hot House: Life Inside Leavenworth Prison” (1992), Mr. Earley takes readers along with him as he describes everyday life in the U.S. Penitentiary in Leavenworth, Kansas. He was the first and only reporter ever given unlimited access by the federal government to a major maximum security prison, and spent one year going behind bars conducting his research.

Mr. Earley's three novels include "The Big Secret" (May 2004); "Lethal Secrets" (May 2005), and "The Apocalypse Stone" (2006).

The Maryland Chapter is pleased to have our keynote speakers and all of our presenters for this most important event. For more information, please contact the Chapter office, register via this issue of The Maryland Social Worker, or visit our website at www.namw-md.org.

—It’s a program you don’t want to miss. Register today!!

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To register or for more information go to [www.socialworkprn.com](http://www.socialworkprn.com) and click on the Online CEUs link or contact our Corporate Office at 800-595-9648.
The Maritime Institute of Technology, Linthicum Heights, MD (Near BWI)

This second annual clinical conference is an opportunity to gain new knowledge and skills while networking and socializing with fellow social workers. 

Become an ACCREDITED SUPERVISOR, earn your ETHICS HOURS, enjoy GREAT FOOD, and hear innovative KEYNOTE SPEAKERS.

For directions, additional information and discounted hotel rooms, go to our website: www.nasw-md.org

**THURSDAY, OCTOBER 11, 2007**

**8:00 a.m. - 8:50 a.m.**
Registration, Continental Breakfast, and Networking Time!

**9:00 a.m. - 9:45 a.m.**
Keynote Address:

**Peter Luengo, Ph.D., LCSW-C**
Director of the Alcohol and Drug Abuse Administration for the Maryland Department of Health and Mental Hygiene

**THURSDAY MORNING WORKSHOPS**

10:00 a.m. - 1:00 p.m.

**WORKSHOP A**
Fundamental to Advanced Supervision
Part One: The Fundamentals
Morning Session
Carlton Munson, Ph.D.
Professor, University of Maryland-Baltimore School of Social Work, Author and Lecturer, Baltimore, MD

This two-day seminar covers the clinical, legal, administrative and management aspects of supervision. The focus is on the supervisor’s role in management of services provided by agency practitioners and private practitioners as managed care, privatization, models and de-funded public programs are increasingly dominating practice activity. The seminar is an integrated sequence for supervisors who desire to meet the standards to become a supervisor of practitioners seeking licensure. Maximum benefit will be obtained from attending both days of the training, but it is possible to enroll for only the first day or the second day of training. Generally, the first day of training provides the fundamentals of supervision practice and the second day is an advanced level seminar with specialized content and case examples. Content includes the history of supervision, assessment of supervisee learning needs, ethics, duty to warn criteria, recent court decisions, standards of practice, documentation, diagnosis, treatment planning, supervisor competency models of supervision, managing stress, evaluation of supervisor/supervisee, transference, evidence-based practice and outcome specification strategies.

This training is based on Dr. Munson’s classic and comprehensive supervision textbook, Handbook of Clinical Supervision, which will be available for purchase during the training. The presentation format includes lecture, transparencies, slides, video case examples, case discussion and question and answer session.

**HOTEL ROOM RESERVATION INFORMATION:**

Please note that a block of 15 guest rooms are being held for attendees wishing to stay at the Center.

Rooms are available on Wednesday, October 10 and Thursday, October 11. The Single Occupancy Rate is $130 per night and the Double Occupancy Rate is $175 per night. The rates include dinner and breakfast for each night of lodging (No rebate for missed meals).

The rates also include complimentary use of recreational facilities (including indoor pool, fitness center and game room); parking and shuttle service tu/from BWI Airport and the Amtrak Station; and complimentary local and toll-free telephone calls up to 30 minutes in length. Contact the Center at 410-859-5700 for more information.

**Reservation deadline is September 1, 2007.**

**Learning Objectives:**

Participants will: (1) Develop skill in performing social work supervision in the rapidly changing practice environment; (2) Develop skill in using supervisory techniques to address ethics, documentation, diagnosis and treatment planning, standards of practice, evidence-based practice, outcome measures and competency; (3) Become acquainted with legal aspects of social work practice, supervision and standards of care; (4) Develop skill in analyzing supervisory case situations; and (5) Become acquainted with supervision requirements for licensure.

This 12 contact hour program meets MD Board of Social Work Examiners regulations for supervisors.

**WORKSHOP B**
HIV/AIDS, Hepatitis C, and Tuberculosis in Social Work Practice
Diane Rohrer, LCSW-C, LCADC, University of Maryland Medical Center and Maryland Department of Health and Mental Hygiene, Alcohol and Drug Abuse Administration

This presentation will address the issues of HIV/AIDS, Hepatitis C, and Tuberculosis in patients engaged in treatment services. Participants will: (1) Develop skill in identifying and treating clients at risk for substance abuse problems; (2) Describe valid screening tools used to detect potential abuse problems among clients; (3) Examine evidence-based effective brief interventions that can be used to reduce substance use among clients deemed at risk via screening; and (4) Examine application of these interventions in various settings in which social workers practice.

**WORKSHOP C**
Incorporating Substance Abuse Screening and Brief Interventions Into Your Clinical Practice
Jack Stein, Ph.D., LCSW, Director, Division of Services Improvement, Center for Substance Abuse Screening, Substance Abuse and Mental Health Services Administration, Rockville, Maryland

Research shows that large numbers of individuals at risk of developing serious alcohol or other drug problems may be identified through screening in a host of medical and social service settings. Screening is a quick, simple way to identify patients who need further assessment or treatment for substance use disorders. Brief interventions with these individuals has been found to decrease the frequency and severity of drug and alcohol use and increase the percentage of patients who enter specialized substance abuse treatment. Brief intervention is a single session or multiple sessions of motivational discussion focused on increasing insight and awareness regarding substance use and motivation toward behavioral change. Screening and brief interventions have been associated with fewer hospital days for associated health problems. Cost-benefit analyses and cost-effectiveness analyses have demonstrated net-cost savings from these interventions. The diversity of settings in which social workers practice present multiple opportunities for reaching at-risk individuals.

**Learning Objectives:**

This workshop is designed to: (1) Increase awareness of social workers’ roles in identifying and treating clients at risk for substance abuse problems; (2) Describe valid screening tools used to detect potential abuse problems among clients; (3) Describe evidence-based effective brief interventions that can be used to reduce substance use among clients deemed at risk via screening; and (4) Examine application of these interventions in various settings in which social workers practice.

**WORKSHOP D**
Consumer-Driven Models of Homecare for Aging and Adult Populations
Patricia O’Malley, RN, MSN, JD
General Counsel, Griswold Special Care, Enderheim, Pennsylvania

The growing population of older adults, particularly the “old old” with their correlative rise in chronic disease conditions, adequate retirement savings concern and health insurance coverage issues, has created increasing demand for long-term care service options in the U.S. Older adults and individuals living with a disability need community-based service options to remain in their homes as independently as possible. Identifying and integrating long-term care services for your clientele is increasingly challenging. This interactive workshop presents an overview of the principles of consumer-driven services and how to apply them to community-based practice, reviews current programs implemented in selected states nationally, and presents objective outcomes achieved by consumer-driven programs.

**Learning Objectives:**

Participants will: (1) Learn the primary components of consumer-driven services; (2) Learn the history of the movement toward consumer-driven models of care for the disabilities associated...
Carolyn Prince, MSW, LCSW-C, LCACD, Program Manager, Adolescent Treatment Services, Baltimore County Department of Health-Bureau of Substance Abuse, Baltimore, Maryland

This workshop provides participants with information regarding the nature of adolescent substance use, its developmental impact, the addiction and recovery processes for adolescents and how these differ from those processes in adults. The workshop offers suggested strategies to improve treatment outcomes with substance-using youth, including strategies for engaging the family.

Learning Objectives:
Participants will: (1) Understand the stages of substance abuse and the addiction/recovery processes for adolescents; (2) Increase their knowledge of the developmental impact of substance use for adolescents; and (3) Enhance their skills in identifying/workin with adolescent substance users and their families.

WORKSHOP K
Measurement for Clinicians: Tools for Ethical Accountability and for Effective Practice
James A. Forte, Ph.D., MSW, Associate Professor, Salisbury University, Department of Social Work, and Author, Salisbury, Maryland

The “Evidence-Based Practice” (EBP) movement and the “Responsible Conduct of Research” project have advanced the social work profession’s understanding of how to provide ethical and effective direct practice. Science can become an ally—rather than mysterious stranger—to adventurous social workers. The presenter will first define evidence-based practice and review its conceptualization. Special attention will be given to the uses of scientific measurement; the determination of client suitability for service; assessment of client functioning; judgment of whether interventions are operating effectively; and continuous appraisal of client progress. Dr. Forte will also summarize lessons from EBP for ethical and effective assessment. These include a “Client Bill of Rights” and specific principles related to the use of measurement tools such as informed consent, minimizing harm (using measures to monitor progress and setbacks), self-determination (engaging clients in measure selection and data gathering), respect, production of privacy (using information with care), and best practices. Third, Dr. Forte will explain and demonstrate the scientific use of measurement tools to enhance clinical work. Topics will include the conceptualization and operationalization of client problems with benchmarks; a framework for locating and selecting measures which consider validity, reliability, cultural sensitivity, ease of use and availability, alternative measurement strategies and more. Participants will engage in learning activities that provide practice in locating, selecting, and using measurement tools in accord with EBP ethical principles. Measurement handbooks and sample assessment tools will be shared. Finally, participants will develop a plan to incorporate EBP assessment tools and ethical lessons into their approach to accountable effective practice.

*Please Note: This workshop qualifies for the MD Board of Social Work Examiners 3-hour ethics requirement for licensure renewal.

For more information visit our web site at www.nasw-md.org
Sexual dysfunction and its etiologies, techniques for evaluating presenting sexual problems and current methods of treatment. He will discuss the importance of and techniques for taking a basic sexual history from all patients, roles that various health profession- als may play in the evaluation and treatment of sexual problems, how to refer appropriately when necessary, and how to find qualified specialists. Also discussed will be the emerging roles of the Internet, complementary medicine, new medical treatment for sex- ual dysfunction, and the value of multi-disciplinary approaches to evaluation and treatment. References for both health care provider and patients will be provided.

FREDI, OCTOBER 12, 2007

8:00 A.M. - 8:50 A.M.
Registration, Continental Breakfast, and Networking Time!

9:00 a.m. - 9:45 a.m.
Keynote Address:

Mr. Peter Earley
Renowned Author and Journalist, Former Reporter for The Washington Post

Friday Morning Workshops
10:00 a.m. - 1:00 p.m.

WORKSHOP M
Fundamental to Advanced Supervision
Part Three: Advanced Supervision-The Morning Session
Carlton Munson, Ph.D., Professor, University of Maryland-Baltimore School of Social Work, Author and Lecturer, Baltimore, Maryland

WORKSHOP N
Standards of Care in Ethical Documentation
Anna L. Agnew, LCSW-C, LCADC, CEAP, LCA, Anna L. Agnew Consultants, LLC, Lecturer

Professional standards of care are the core of social work. This workshop is designed to increase the professional’s awareness and knowledge of ethical standards of care related to creating a professional record, maintaining a professional record, releasing the professional record and defining a process note versus a progress note, while providing professional services. HIPAA has brought the issue of records and record-keeping to the forefront. Learning Objectives: Upon completion of this training, workshop participants will be able to: (1) Review the function and purpose of ethical documentation; (2) Define the difference between routine notes and psychotherapy notes; (3) Describe the action steps to address the potential dilemma of the ethical duty to maintain confidentiality and the duty to report within the standards of care; (4) Describe how to minimize the therapist’s vulnerability to ethical complaints; (5) Identify what is protected information in your infor- mation; (6) Identify workplace policy statements that clearly define the use and handling of records; (7) Identify the concrete identifying data that must be deleted if the record is used for research; and (8) Identify the carve-outs for access to services for special populations.

WORKSHOP O
Legal and Business Issues in Establishing and Maintaining a Private Practice
Bernard M. Raiche, MSW, Ed.D., MBA, JD, LCSW-C, Attorney in Private Practice, Executive Director, PLAN of Maryland-DC, Inc Have you been thinking about starting a private practice or have you just started one? Have you been trying to figure out the legal re- quirements, the appropriate business practices, or how to recruit and retain clients? If you have, then this workshop is for you. Top- ics will include deciding whether or not private practice is right for you; deciding whether you should be a generalist or a specialist; finding office space; developing and implementing a marketing plan; deciding on the legal form your business should take; meeting legal requirements; developing effective business tools; and keep- ing adequate clinical and financial records. There will be lots of time to get your questions answered.

Learning Objectives: Participants will: (1) Be able to articulate whether private practice is an appropriate choice for them; (2) Understand the types of private psychotherapy practice that are available to them; (3) Understand the steps involved in setting up a private psychotherapy practice; (4) Understand the elements of an effective marketing plan for private psychotherapy practice; (5) Understand the appropriate business practices for use in private psychotherapy practice; and (6) Understand legal requirements and constraints related to private psychotherapy practice.

WORKSHOP P
Mental Health Problems Among OIF/OEF Returning Service Members
Christina G. Watlington, Ph.D., Psychologist, Returning Veterans Outreach, Education and Care Program, VA Maryland Healthcare System, Perry Point Division, Perry Point, Maryland
A significant number of military personnel have deployed in support of Operation Iraqi Freedom (OIF) and Operation Enduring Freedom (OEF). Returning OIF/OEF service members experience significant mental health problems, including Post Traumatic Stress Syndrome (PTSD), substance abuse, generalized anxiety and major depres- sion (Hoge et al.). Indeed, neuropsychological compromise has been found to be an adverse physical consequence of war zone survival (e.g., Vasterling, 2004). When the returning service mem- ber is transitioning from war zone to civilian life, their reactions to war can also have a deleterious impact on their family members (National Center for PTSD and Walter Reed Medical Center). In this workshop, Dr. Watlington will examine some of the common problems experienced by returning service members, explore the special challenges of working with this population, and discuss evidence-based treatment options.

Learning Objectives: Attendees will be able to: (1) Recognize common signs and symp- toms of readjustment problems; (2) Be able to describe the dif- ferences between Acute Stress Disorder (ASD) and Post Traumatic Stress Disorder (PTSD); (3) Be able to recognize signs and symp- toms of PTSD, ASD, and TBI; (4) Learn about unique issues with the mobilization of the reserve component; and (5) Learn about women’s issues in combat.

WORKSHOP Q
Managing Recovery: Determining the Appropriate Strategies for the Client’s Substance Use or Abuse
Suzan Swanton, LCSW-C, Executive Director, Maryland State Drug and Alcohol Abuse Council, Baltimore, Maryland
Current science informs us that addiction is a chronic medical illness. Yet, many health care workers persist in treating it with an acute care model. Shifting the paradigm of supporting recovery from that of an acute care mind set to one of chronic care alters patients’ lives during the course of their journey in recovery: episodic symptom recurrence, clinical and sub-clinical problems (not meeting diagnostic criteria), and varying intensity of problems. This workshop will focus on the Recovery Management Model of support and treatment, a model which recognizes the nature of the illness and the need for different interventions along the continuum of symptoms. Most importantly, as in other models of support for chronic illnesses, it recognizes the importance of client and family participation in treatment planning and support.

WORKSHOP R
Fetal Alcohol Spectrum Disorders: Characteristics and Treatment in Children
Lawrence B. Smith, LCSW-C, Private Practitioner, Silver Spring, Maryland
Fetal Alcohol Spectrum Disorders (FASD) have wide-ranging ef- fects on development and functioning in childhood. They typically go unrecognized and are frequently misdiagnosed, most often as AD/HD. This workshop will provide an overview of the character- istic functional deficits of FASD and how they are subtly different from other diagnostic categories. A comprehensive set of interven- tions for addressing FASD impairments in therapy and at home will be described.

Learning Objectives:
To (1) Understand the primary characteristics of FASD; (2) Under- stand how FASD impacts development and functioning; (3) Under- stand how FASD differs from other childhood psychiatric diagnoses; and (4) Be able to implement therapeutic management strategies for FASD to facilitate functional improvement.

BREAK FOR LUNCH
1:00 p.m. - 1:55 p.m.

FRIDAY AFTERNOON WORKSHOPS:
2:00 p.m. - 5:00 p.m.

WORKSHOP S
Policies for Practicing Psychotherapy Outside Managed Care: Caring for One’s Self and One’s Patients
Joi H. Marcus, MSW, LCSW-C, Private Practitioner Psychotherapist, Baltimore, Maryland
Managed care is a driving force in mental health today. It has dra- matically changed the way psychotherapists practice therapy and how they feel about doing it. Therapists who work within managed care, but do not believe in it, find it increasingly difficult to truly care for themselves and their patients within that system. This work- shop is for all clinicians, of all theoretical orientations and levels of experience, who are presently working within managed care and who wish to consider practicing outside of it. The workshop will neither demonize managed care or those who work in it, but will offer information that can assist in expanding choices. This work- shop will feature all relevant practice policies that the presenter has found necessary for running a successful psychotherapy practice outside of managed care. Each policy will be presented and dis- cussed in detail in terms of their relevance toward deepening the psychotherapy, caring for their clients and caring for themselves. These policies will be presented in order to offer participants the necessary information to produce their own model and plan. The presenter will share information and observations in the spirit of initiating dialogue, challenging psychotherapy practices that are sometimes taken for granted, and help participants decide whether working outside of managed care is for them. The ultimate goal is to assist therapists in better caring for themselves and their pa- tients, thus enabling them to do the kind of work that inspired them to become psychotherapists in the first place.

Learning Objectives: Participants will (1) Explore approaches to practice policies such as fees, payment, scheduling, missed appointments, and treatment plans; (2) Identify the therapeutic implications for practice policies; and (3) Determine whether practicing outside of managed care is right for them.

WORKSHOP T
Social Work Ethics and Burnout
Anna L. Agnew, LCSW-C, LCADC, CEAP, LCA, Anna L. Agnew Con- sultants, LLC, Lecturer, Baltimore, Maryland
Social workers focus on everyone else’s problems and often fail to at- tend to their own needs. Consequently, the overworked/burned-out social worker provides ineffective treatment which results in legal or ethical liability. This workshop will address emotional depletion, isolation, helplessness, vicarious trauma, one-way intimacy and more.
### Learning Objectives:
Participants will (1) Be able to define burnout; (2) Be made aware of the hazards of burnout and ethics misconduct; (3) Will identify the common red flag areas that precede an ethical violation; and (4) Be able to identify the relevant sections of ethical codes addressing burnout, impairment and self-care.

Please Note: This workshop qualifies for the MD Board of Social Work Examiners 3-hour ethics requirement for licensure renewal.

### Workshop V
**Sexual Issues in Social Work Practice**
Paul H. Ephross, Ph.D., LCSW-C, Professor, University of Maryland-Baltimore School of Social Work, Lecturer

The workshop will begin with a discussion of the implications of former Surgeon General David Satcher’s statement on Sexual Health, delivered and widely publicized during his term of office. The workshop will include some discussion of reasons for reticence on this topic among social workers, and the reasons discussion of sexual issues is vital to effective social work practice, regardless of setting, agency affiliation, or other forms of practice. Special emphasis will be placed on sexual behavior throughout the life cycle, ethnic, class, religious and other factors which may be linked with variations in sexual education, expectations, role definitions and behavior. Issues of particular interest to sexual minorities will be discussed. This workshop is addressed to Master’s level social work professionals at the LGSW, LCSW and LCSW-C levels.

### Presenter’s Note:
By registering for this workshop, you indicate your awareness that the group will be discussing both case material and theoretical content that includes overt sexual behaviors within a context of professional ethics and boundaries. You will not be asked to reveal or discuss your own sexual identity, behaviors or experiences except in relation to past, present or future professional behaviors.

### Workshop W
**Substance Abuse Among Older Individuals**
Thomas P. Carguilo, PharmD, RPh, BGPP, CAC-AD, Director of Substance Abuse Services, Howard County Department of Health, Howard County Maryland

This workshop will address the unique vulnerabilities and barriers to identifying and treating older individuals with substance abuse problems. Information will be presented on the health concerns of misuse and abuse of alcohol, medications, and other substances that are common among older individuals. There will also be a review of the neurobiology and pharmacology of addiction and medications used to treat it.

### Learning Objectives:
To (1) Understand the basics of the neurobiology of addiction; (2) Identify the increasing problem of substance abuse in older individuals; (3) Understand the unique vulnerabilities in older individuals; (4) Recognize the barriers to identifying and treating older individuals with substance abuse problems; and (5) Increase the participant’s knowledge of effective practices to prevent, identify and treat substance abuse and misuse among older adults.

### WORKSHOP X
**Therapy with Traumatized Children and Families**
Paula Scheye, LPC, Private Practitioner

Early childhood trauma affects all areas of growth and development in children. This workshop will examine the effects of trauma within a developmental framework which guides the way for clinicians to help children and their families heal from trauma.

### Learning Objectives:
Specifically, this workshop will help therapists understand: (1) What makes some events traumatic for some people and not others by learning how the alarm and fight-flight-freeze systems of the body affect how we store and react to memories; (2) How to understand multiple symptoms of children within the context of trauma; (3) How to help children and their families heal developmental trajectories that have been interrupted by trauma; and (4) How to recognize signs of compassion fatigue that results from clinicians’ work with traumatized families.

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### 2007 Clinical Conference Registration Form

Please register as soon as possible! Last year’s conference sold out!

NAWS-MD is committed to ensuring that individuals with disabilities are able to fully participate. Please call the office at least 14 days in advance at (410) 788-1066, ext.11 or (800) 867-6776, ext.11 (MD only) for service accommodations.

Complete the registration form below, and mail along with your credit card information or check payable to: NAWS-MD, 5740 Executive Drive, Suite 208, Baltimore, MD 21228

**OR** you may register online at www.nasw-md.org • Early-Bird Registration deadline: Friday, Sept. 14, 2007 (PROGRAM # 1265)

| Name: ________________________________ | | |
| Job Title: ________________________________ | | |
| Organization: ________________________________ | | |
| Day Phone: ________________________________ | | |
| E-mail: ________________________________ | | |
| Address: ______________________________________________________ | | |
| __________ Monday Only $199 NASW Members/ $249 Non-Members (7 CEUs) | | |
| __________ Tuesday only $199 NASW members/ $249 Non-Members (7 CEUs) | | |
| __________ Wednesday Only $199 NASW Members/ $249 Non-Members (7 CEUs) | | |
| __________ Thursday Morning 10:00 a.m.-1:00 p.m. first choice second choice | | |
| __________ Thursday Afternoon 2:00 p.m.-5:00 p.m. first choice second choice | | |
| __________ Friday Morning 10:00 a.m.-1:00 p.m. first choice second choice | | |
| __________ Friday Afternoon 2:00 p.m.-5:00 p.m. first choice second choice | | |

### FEES

| (Early-Bird Registration Fees (Received in NASW office by 5:00 p.m., Friday, Sept. 14, 2007): | | |
| __________ Entire Conference: $349 NASW Members/ $419 Non-Members (14 CEUs) | | |
| __________ Entire Conference with Thursday Evening Movie (2.5 hours extra) for Analysis: $349 NASW Members/$419 for Non-Members (For a total of 16.5 CEUs - Same Price) - MOVIE TENTATIVE AT PRESS TIME | | |
| __________ Thursday evening only $199 NASW Members/ $249 Non-Members (7 CEUs) | | |
| __________ Friday only $199 NASW members/ $249 Non-Members (7 CEUs) | | |
| __________ Total payment for conference registration | | |

**Regular Registration Fees (received in NASW office after 5:00 p.m., Friday Sept. 14st):**

| | | |
| __________ Entire Conference: $229.00 NASW Members/ $299 Non-Members (14 CEUs) | | |
| __________ Entire Conference with Thursday Evening Movie (2.5 Hours extra) for Analysis: $229 NASW Members/$299 Non-Members (For a total of 16.5 CEUs - Same Price) - MOVIE TENTATIVE AT PRESS TIME | | |
| __________ Thursday Only $139 NASW Members/ $179 Non-Members (7 CEUs) | | |

**The conference fee includes the following: all workshops and CEU certificates for the day(s) you registered and breakfast and lunch on Thursday and Friday.**

___ MasterCard ___ VISA ___ AMEX

Card Number: ________________________________ Exp. Date: ________________________________

3-digit security code: ________________________________

Signature: ________________________________________________________

Today’s Date: ________________________________________________________

### Comfort Zone Reminder

Although every effort is made to have a comfortable temperature the meeting rooms, everyone’s comfort zone is different. Please bring a jacket or sweater in case the room is too cool for your comfort. Thank you.
Renewal of a social worker’s license is contingent on completion and receipt by the Board of Social Work Examiners of an application attesting to completion, within the previous two-year period, of 40 credit hours of continuing education in programs and categories approved by the Board. At least 20 of those hours must be Category I, with at least three credit hours in ethics and professional conduct.

- NASW-MD welcomes your suggestions for future workshops and locations.
- We are seeking volunteers to plan workshops in our Branches, as well as volunteers to be responsible for workshop set-up and take-down (you attend the workshop at no cost except for the certificate of attendance). Call the office at 1-800-867-6776, ext. 10.

Abbreviations: CE = Continuing Education; Cat. = Category; Cost = NASW Member cost / Non-member cost. Prices include certificate for continuing education credits.

CONTINUING EDUCATION POLICIES

NASW-MD will not honor fax registrations. You may register online, by mail or by phone. Registrations are made on a first-come-first-serve basis. You can pay for your registration by check, MasterCard, VISA or American Express.

- Registrations that are received less than 2 business days/48 hours prior to the program date will be admitted as space allows for an additional $10 late charge. (One-week prior registration is required for programs providing lunch, with the late fee in effect of $20 for registrations less than one week in advance.)
- NASW-MD will only refund registrations for cancellations made at least 2 business days/48 hours in advance of the workshops, minus a $10 administrative processing fee. If lunch or continental breakfast is provided, cancellations must be made at least one week in advance and there will be a $20 administrative processing fee per cancellation.
- Please note that continuing education credits are granted based on participation, NOT on payment. All workshop participants arriving late will receive a reduction in credit units granted, and if attending less than 3 hours for a Category I workshop, will have the category changed to Category II.
- If you would like an e-mail confirmation of your registration, please include your e-mail address on the registration form.
- INCLEMENT WEATHER POLICY: In the event of inclement weather, please call 1-800-867-6776, ext. 11, for information on cancellation. In general, if schools are 2 hours late or closed in the area where the event is to take place, the event will be rescheduled. Please notify the chapter office if a refund is preferred.

NOTE ON ACCOMMODATIONS:

If you require special accommodations to permit your attendance or participation, please provide a written request along with completed registration form and conference payment at least 30 days prior to the registration deadline for the workshop or conference. Requests received after this deadline may not be received in time to process and be fulfilled in time for the activity.

Thank you.
Presenter: Anna Agnew, LCSW-C
Synopsis: The discipline of social work creates a unique relationship between client and social worker, an intentional Use of Self, listening on multiple levels, awareness of multiculturalism, difference and diversity and delivering services informed by Professional Ethics and Values. The clinician in crisis has distinctive red flag behaviors, thoughts or feelings that put the Social Worker at risk of ethical violations in practice. Self care to counter worker stress is an important part of ethical practice. Strategies for Self Care: Taking Care While Giving Care are important safeguards to remain within the standards of care of our profession.
Learning Objectives: Participants will: 1. Know the most common ethical violations made stemming from burn out; 2. Become aware of warning signs of client relationships that are at risk of the social worker violating the standards of care; and 3. Reflect on a self care plan to offset the risk of violating an ethical standard.
Please Note: This workshop qualifies for the three-hour Cat. I ethics requirement.
CE: 3 Cat. I
Cost: $40 for members; $60 for non-members

1254
Resolving Trauma: Why They Kill
Date: Sunday, September 23, 2:00 p.m.-5:00 p.m.
Location: The Professional and Community Education Center at Holy Cross Hospital
1500 Forest Glen Road, Silver Spring, MD 20910
*Please note that parking costs one dollar per hour.
Presenter: Anna Agnew, LCSW-C
Synopsis: In view of recent events, we will explore the psycho-social make up of the perpetrators of catastrophic homicidal/suicidal events. There is a clinical progression of violentization as an antecedent to the actual event. Violentization is a four-stage process where all of the four stages must be experienced to conclude in a catastrophic act. There are clinical indicators of danger that clinicians might identify and intervene in prior to acting out. There are proposed community prevention and intervention plans that might offset another incident.
Learning Objectives: Participants will be able to: 1. Identify the four stages in the process of violentizing an individual; 2. Define brutalization; 3. Recognize the harbingers to potential acting out conduct; and 4. Know prevention strategies in the community to buffer the violentization of individuals in the community.
CE: 3 Cat. I
Cost: $40 for members; $60 for non-members

1255
The NASW Code of Ethics & You: What You Need to Know
Date: Saturday, October 21, 2:00 p.m.-5:00 p.m.
Location: The Professional and Community Education Center at Holy Cross Hospital
1500 Forest Glen Road, Silver Spring, MD 20910
*Please note that parking costs one dollar per hour.
Presenter: Gail Spessert, LCSW-C, ASWCM, Case Manager
Synopsis: The NASW Code of Ethics affects every aspect of your work as a social worker. The Code of Ethics is intended as a guide for the professional conduct of social workers. As a result of taking this workshop, participants will be able to understand their commitments as an NASW member; determine the key principals of ethical practice; have a sound framework for making ethical decisions; identify potential dilemmas and how to manage ethical risks; and understand the function and purpose of the Code of Ethics.
Learning Objectives: Understand the NASW and the state legal regulatory board licensee’s commitment to an ethical code of conduct; Determine, through a review of the NASW Code of Ethics, the key principles of ethical practice: Have a framework to make sound ethical decisions; identify potential dilemmas and how to manage ethical risks; and understand the function and purpose of the Code of Ethics.
Please Note: This workshop qualifies for the three-hour Cat. I ethics requirement.
CE: 3 Cat. I
Cost: $40 for members; $60 for non-members

FROM BALTIMORE/WASHINGTON DC AREAS:
From the Baltimore Beltway I-695: Take exit 15A for Route 40 East. Prior to reaching the second traffic light, make a right turn onto Ingleside Avenue (Day’s Inn and Checkers Restaurant will be on your right). Proceed about 1 1/2 blocks (passing a church and cemetery). **Turn right onto Executive Drive (the Beltway West Corporate Center), then bear left (stop sign there) for the parking lot. The 5740 building is numbered at its top. Look for the entryway opening and take the stairs up to Suite 208; enter the classroom through the door on your right as you face it.

From Baltimore City using Route 40 West (Baltimore National Pike): Take Route 40 West from Baltimore City past Johnnycake Road (Shirley’s Restaurant is on the right). Make a left at the next intersection onto Ingleside Avenue. Follow the directions double asterisked above (**).
concerns. This workshop is designed to provide awareness, tools and techniques for helping clinicians address money issues as they arise in the therapeutic relationship. Money may present itself as a factor in depression, marriage and divorce, job and career change, unemployment and relationship dependency. Often, an enormous amount of shame, envy, embarrassment and secretiveness cloud financial discussions. As therapists, we need to be willing to address money matters head-on.

**1262 Ethical Documentation and Confidentiality of Client Records**

**Date:** Friday, August 24, 9:30 a.m.-12:30 p.m.

**Location:** NASW-MD Office, 5740 Executive Drive, Suite 208, Mikulski Center for Continuing Education

**Presenter:** Anna Agnew, LCSW-C

Addressing today's record keeping and confidentiality with yesterday's values. Ethical guidelines for the correct strategies in recording a record, maintaining a record, releasing content of the record, and defining whose record is it.

**Please Note:** This workshop qualifies for the three-hour Cat. I ethics requirement.

**CE:** 3 Cat. I

**Cost:** $40 for members; $60 for non-members

**1261 After the Diagnosis: Helping Clients Cope with Serious Illnesses Such as Cancer**

**Date:** Friday, September 14, 9:30 a.m.-12:30 p.m.

**Location:** NASW-MD Office, 5740 Executive Drive, Suite 208, Mikulski Center for Continuing Education

**Presenter:** Delia Chiaromonte, M.D., President, Insight Medical Consultants, Inc.

**Synopsis:** Seriously ill patients have vastly different needs at different phases of their illness. Sometimes their need for emotional support will be paramount, while at other times the need to find accurate medical information or make a complex medical decision will take precedence. This session will provide specific strategies for supporting clients through a serious illness such as cancer. It will address the four stages of coping with a serious illness (shock, preparation, suffering and transformation) and provide practical tools for managing each stage. Participants will learn to help clients with:

- Identifying and mobilizing an effective illness support team
- Making difficult medical decisions
- Communicating effectively with healthcare providers
- Finding accurate, relevant medical information
- Managing the daily challenges of serious illness

Participants will also learn to use a values assessment to help guide treatment choices and ways to approach a client whose illness cannot be cured.

**CE:** 3 Cat. I

**Cost:** $40 for members; $60 for non-members

**1258 Understanding the Nature of Relationship Addiction**

**Date:** Friday, September 21, 9:30 a.m.-12:30 p.m.

**Location:** NASW-MD Office, 5740 Executive Drive, Suite 208, Mikulski Center for Continuing Education

**Presenter:** Mary Raphael, Ph.D., LCSW-C, Private Practitioner

**Synopsis:** Relationship addiction perpetuates compulsive patterns of involvement in painful, destructive ties to another. Emotional "brombing," hanging on to past failed relationships as "hair checks," and losing one's ability to choose, can keep the client trapped. This workshop is intended to clarify and address the underlying factors that sabotage client success in achieving and obtaining an intimate, nurturing relationship that works. Learning Objectives: 1) Identify the core beliefs and fears of the relationship addict; 2) Explore and understand the differences between addictive and healthy intimate, nurturing relationship that works. Learning Objectives: 1) Identify the core beliefs and fears of the relationship addict; 2) Explore and understand the differences between addictive and healthy relationships; 3) Recognize the role that perfectionism plays in relationship addiction; and 4) Learn how to assist clients in letting go of their obsession and break the pattern of relationship addiction.

**CE:** 3 Cat. I

**Cost:** $40 for members; $60 for non-members

**1263 Social Work Ethics and Burnout**

**Date:** Friday, September 28, 9:30 a.m.-12:30 p.m.

**Location:** NASW-MD Office, 5740 Executive Drive, Suite 208, Mikulski Center for Continuing Education

**Presenter:** Anna Agnew, LCSW-C

**Synopsis:** The discipline of Social Work creates a unique relationship between client and Social Worker, an intentional Use of Self, listening on multiple levels, awareness of multiculturalism, difference and diversity and delivering services informed by Professional Ethics and Values. The clinician in crisis has distinctive red flag behaviors, thoughts or feelings that put the social worker at risk of ethical violations in practice. Self care to counter worker stress is an important part of ethical practice. Strategies for Self Care: Taking Care while Giving Care are important safeguards to remain within the standards of care of our profession.

**Learning Objectives:** Participants will: 1. Know the most common ethical violations made stemming from burnout; 2. Become aware of warning signs of client relationships that are at risk of the social worker violating the standards of care; and 3. Reflect on a self care plan to offset the risk of violating an ethical standard.

**Please Note:** This workshop qualifies for the three-hour Cat. I ethics requirement.

**CE:** 3 Cat. I

**Cost:** $40 for members; $60 for non-members

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**NASW-MD Continuing Education Registration Form**

**REGISTER ON-LINE!**

**SAVE TIME AND POSTAGE EXPENSES!**

MD-NASW now offers a secure on-line registration procedure for its continuing education courses! Go to www.nasw-md.org and click on Continuing Education Button for more information OR Click the "Register On-Line" icon on our homepage which will take you directly to the ACTEVA on-line registration area!

Please mail this form with your check made payable to NASW-MD, 5740 Executive Drive, Suite 208, Baltimore, MD 21228. Lunch is not provided for day-long workshops unless otherwise stated. If you would like to receive an e-mail confirmation of your registration, please include your e-mail address on this registration form. NASW-MD reserves the right to cancel any workshop for poor registration.

Refunds for workshops canceled by NASW-MD shall be mailed within 3 weeks. Registrations MUST be received 2 business days/48 hours prior to program date and a late fee of $10 will be charged.

Please see full refund/cancellation policies on the first page of the continuing education schedule. Workshop fee includes certificate.

**PLEASE NOTE THAT WE WILL NO LONGER ACCEPT FAX REGISTRATIONS DUE TO EQUIPMENT PROBLEMS. Thank you for your cooperation. Please print legibly.**

- **Name:**
- **Home Phone:**
- **Day Phone:**
- **Address:**
- **E-Mail:**
- **NASW#:**
- **Total $**
- **Check Amt. $**
- **Refunds to NASW-MD (Make check payable to NASW-MD Chapter)**
- **Credit Card Payment:**
- **Mastercard**
- **Amex**
- **Visa**
- **CV # on Back of Card:**
- **Expiration Date:**
- **Name as it appears on the card:**
- **Signature:**
- **Today’s Date:**

**Summer/Fall 2007 Courses**

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Please remember that you are ethically responsible for accurately reporting the number of continuing education hours that you have earned. If you are attending a NASW-MD workshop and you are late, or have to leave early you are responsible for notifying the workshop coordinator. Your CE certificate will be adjusted to reflect the actual hours of attendance. Completing this registration form implies that you have been informed of this policy and your responsibility.

**Questions concerning registration? Call (410) 788-1066 or (800) 867-6776 (MD Only)**
**Help the MD Chapter Improve Continuing Education Programs**

*Submit Topic Ideas and Presenter Suggestions Now*

The Maryland Chapter is always working hard to ensure that its members have exciting, interesting and informative continuing education courses at their fingertips. The Chapter strives yearly to bring you a wide variety of workshop topics and speakers that will keep you on the cutting edge of the social work profession today. You can help keep the most innovative and current topics before you by submitting your suggestions for workshop topics to the Maryland Chapter. The Chapter is also seeking to expand its cadre of workshop presenters so that you are privy to a broad spectrum of levels of expertise and presentations.

Help us help you keep current with continuing education topics by submitting suggestions for workshops and potential speakers. Just complete this form and return it via mail or fax to the Chapter office. No time to mail in your suggestions? Just contact Peggy Powell via telephone at 410-788-1066, ext. 13.

Let us hear from you! Keep your continuing education offerings fresh and in the moment!

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**Workshop Topic Suggestion(s):**

_________________________________________________________________________

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_________________________________________________________________________

**Suggested Presenters and Contact Information:**

_________________________________________________________________________

_________________________________________________________________________

_________________________________________________________________________

**Geographic Region:**

________________________________________________________________________

**Your Name and Contact Information:**

Name: ____________________________________________

Day Phone: ________________________________________

Return this form to:  
NASW-Maryland Chapter • 5740 Executive Drive • Suite 208 • Baltimore, Maryland 21228  
Or Fax to: 410-747-0635

Thank You!
HELP WANTED

MOSAIC COMMUNITY SERVICES is looking to fill an opening for a Licensed Program Manager! Mosaic Community Services, Inc., a Maryland leader in the outpatient, Mental Health services industry, is currently seeking to fill a position for a Licensed Program Coordinator for one of our C-A programs located in Towson, MD. Mosaic offers a rewarding and challenging work environment. Mosaic also offers its employee's access to the Maryland State Health and Dental Insurance benefit options.

Job Duties:

• Responsible for day-to-day direction, operation, evaluation, and monitoring of the clinical and specific administrative aspects of the assigned service program.

• Provides direct client care services.

• Supervises staff.

• Coordinates the program’s activities with Mosaic, SPHS and community resources.

If you are interested in applying for this opening, please e-mail your updated resume as a Microsoft Word attachment to brian.hoover@mosaicinc.org for immediate consideration. Please click on the link below to view a short video about Mosaic www.youtube.com/watch?v=0bDxJV-we30. Please check out our company website at www.mosaicinc.org

Requirements:

- This is a Master's level position - a qualified applicant will have their current MD state license (LCSW-C or LGSW) and at least 2 years of direct job related experience. At least (1) of the years of experience should have been in a supervisory position.

- All applicants must be willing to submit to background checks.

If you are interested, please e-mail your resume as a Microsoft Word attachment to brian.hoover@mosaicinc.org for immediate consideration. E.O.E.

MENTAL HEALTH THERAPISTS

FT or PT, benefits & bonuses , several positions, master’s license required. 3 locations Eastern Shore of MD Eastern Shore Psychological Services m.davis@espsmd.com (410-822-5007) l.harrison@espsmd.com (410-334-6961)

PATIENT ADVOCATE

PinnacleCare is a healthcare advocacy firm taking healthcare to new heights! Our exciting firm is looking for psychotherapists who are interested in working with children and adults. Individual health insurance, retirement available. Part time to full time. Headering helpful. Fax 301-694-2984 or email harpie@kscu.edu

LCSW-C:

Well respected multidisciplinary group practice in Montgomery County, MD. is seeking an LCSW to provide psychotherapy for adults and adolescents. Managed care experience helpful. Initially part time, with potential for subsequent expansion. Fax C/V to (301) 948-6199 or fax to Shady Grove Psychiatric Group, 16220 Frederick Road, Suite 308, Gaithersburg, Maryland, 20877.

Private Therapeutic Foster Care Agency seeking licensed social workers (LSWA, LSW) in Baltimore, D.C. and Northern VA to provide case management, crisis intervention and development of plans to improve the well being of foster children. For consideration email Attn: HR hr@resureverton.net or fax 410-223-1094.

Expanding Outpatient Mental Health Clinic in Baltimore City is looking for therapist (LSCP, LCSW-C, LPCC) to provide in-home community based mental health counseling for children and adults. Flexible hours and supervision provided. For consideration email Attn: HR hr@resureverton.net or fax 410-223-1094.

LCSW-D/LPCC - FT/PT sought for expanded mental health practice opening new office in Edgewater/ Annapolis area. Positions also available in northern Calvert County office. Benefits available. Please call Phyllis @ 410-286-0664 or fax resume to 410-286-2834.

Case Manager/Family Coordinator Due to recent expansion, JSSA, a non-sectarian agency, has an immediate full time position in our Gathersburg office for a licensed social worker (LSW/C or LGSW) or the equivalent. Qualified applicant will have experience in assessment, referrals, care coordination, advocacy & accessing benefits for children and adolescents with significant needs, with a particular focus on autism spectrum disorders. Experience facilitating support groups is also preferred. Home visits in Montgomery County & occasional evening hours may be required. Agency provides extensive in-service training program & excellent benefits. JSSA offers varied, exciting career opportunities with the potential for growth and development. Send resume w/ salary requirements to: by e-mail: hr@jssa.org, fax 301-770-0901 or mail to JSSA, Attn: HR, 6123 Montrose Road, Rockville, MD 20852. Please visit our website at www.jssa.org for more information. An EOE.

The VNA Home Health of Maryland is looking for per diem MSW’s, interested in providing services in the greater Baltimore area. Compensation is commensurate to prior home care experience. Please contact Mike @ 410-594-2060.

Social Worker, LCSW needed for growing medical day program serving individuals with cognitive and physical disabilities. In a newly renovated state of the art facility. Experience with disabled population required. Energy and desire to work in a long term setting preferred. Excellent fitness center and pool on site. Fax resume HR 410-323-2988 or email mhettinger@leagueforpeople.org.

LCSW-C to join established practice in historic Chestertown. Clinicians sought for full or part-time positions serving children and adolescents and/or adults. Steady referral stream and administrative support provided. Fax resume to 410.778.0984, email to admin.chrtb@verizon.net. Chester River Behavioral Health, LLC.

Outpatient counselor wanted for practice with Christian Based- Clinically focused treatment model, LCSW-C or LCPC required. Full or part-time available. Email resume to Eirkudquist@safeharbor1.com Bel Air and Baltimore locations.

Therapist, LCSW-C: St. Luke’s House is a Psychiatric Rehabilitation Program located in North Bethesda. We are currently looking for two full-time therapists and one part-time therapist. To apply for this position you must have a Master’s degree in social work, or a related field and licensure as a LCSW-C. These positions require someone with 2+ years of experience in providing mental health services in an integrated, community based rehabilitation setting. Interested applicants should send a cover letter and resume to the attention of Helen Gillespie at: heling@stlukeshouse.com

Psychotherapist: Have you always wanted to be in private practice? We make it easy and enjoyable. Join our group of LCSW-C clinicians. If interested, fax resume to Arundel Psychotherapy Associates at (410) 760-9727.

Social Worker Licensed Social Worker to provide Case Management and Counseling Service to boys ages 8 to 13 residing in a residential facility. Work closely with the Executive Director, Child Care and Administrative staff. Two years experience required, salary negotiable with benefits. Send resume to: Boys Home Society, 610 Park Avenue, Baltimore, MD 21201 Attn: Mr. Carton Sams.

FOR RENT

Shared office for rent in Rockville. Flexible availability. Call 301-540-4614 or 240-293-6720.

Rockville: Nicely furnished windowed office for rent 2-3 days/week, on Rt 355 near Montg. College, free parking, ground floor, kitchenette, suite pleasantly shared with other psychotherapists. 301-236-0628

Ellicott City/DBase Hall: Large lovely windowed office for rent 2-3 days/week. Free parking, ground floor. 301-236-0626

Premier office available in suite of four psychotherapy offices on desirable Bethesda Ave. Bethesda. Up to 3/4 time available, day and evening hours, near metro and parking. Please contact Dr. Linda Campbell (301) 650-9595 or ln@lindacampbell1@aol.com.

Pikesville: Lovely furnished office (9x12) for rent hourly, daily, part, full time. Shared waiting room; quiet adult professional building; open days, evenings, weekends. Plenty of free parking, minutes from beltway 20. Call Valerie Tues, Weds (410) 602-1690

Office space at Wheaton Plaza South Office Bldg. Convenient loc., metro accessible, free plg., college atmosphere. Day and evening hrs. available. Contact Mark Hirschfeld (301) 933-8182.

Ellicott City-Furnished offices available on a daily basis. ($125/$165/month for one day per week) in a very congenial, multi-disciplinary sound proofed suite. Downtown workroom (Xerox, fax, copier, refrigerator) handcapped access, ample parking, private staff bath. Convenient to Rtts # 40, 29, 70 and 605. Contact Mike Boyle (410) 465-2500.

PROFESSIONAL DEVELOPMENT

Center for Training in Psychotherapy Integration

is offering a four class course in Four Powerful Models of Psychotherapy Integration Class meets the third Sunday of each month from September 16, 2007 to December 16, 2007. Class Location: 3235 Glenmore Terrace, Rockville, Maryland 20850 Check Website for Syllabus: www.ccti4.com • 24 CEU’s will be awarded for attending all of the sessions.

Participants will be exposed to:

- Psychotherapy theories and techniques from orientations other than your own (i.e., psychodynamic, cognitive-behavioral, humanistic-existential, systemic).

- Four powerful, systematic models of integrative psychotherapy.

- Issues in developing your own integrative psychology.

Goals include:

- Help student appreciate the distinction between eclecticism and a systematic approach to integrative psychotherapy.

- Learn the specifics of each of the four models of psychotherapy integration.

- Learn how a systematic integrative therapy can be developed from different starting points: Psychodynamic, CBT, Experiential Therapy.

Fee: $550, if registration is by August 15, 2007; $600 if registration is after August 15. Registration requires a $100 deposit.

Barry E. Wolfe, Ph.D.

For more information and registration, email: barwolf1@comcast.net phone 301-424-3852 Fax 301-424-0995

5 Session Series (12 Cat.1 CEU’s)UNITING THE PSYCHO-SOCIAL AND SPIRITUAL: Jewish mysticism, Buddhism, psycho-social perspectives integrated in Kabbalistic Healing. Start Sept. Martin Lammert, LCSW-C

32nd Annual National Institute on Social Work & Human Services in Rural Areas

July 25, 26, 27, 2007 Troy University, Troy, Alabama For information/call for programs contact: Benito Anriollo at: anriollo@troy.edu Sponsored by the Troy University Department of Social Work in cooperation with the National Rural Social Work Caucus.
ground in social work gave her the foundations that she still applies to her work in the Senate. “My experiences as a social worker and activist provided valuable lessons that I draw on as a United States Senator today,” she says. “I believe my constituents have a right to know, a right to be heard, and a right to be represented. My best ideas come from the people. I listen to them and the stories of their lives. I build coalitions to get things done. I’m not afraid to work across party lines—I team up with my fellow Senators,” she continues.

Along the way, the Senator has been certain to bring social workers along with her as she has built her staff contingent throughout the years. Like the all of her staff members, they each bring special talents to her efforts which help to ensure that her constituents’ needs are met on any number of levels. “Social workers bring a unique set of skills and principles to their jobs,” she notes. “They share my feeling that case work is not about checking off a box—it’s about helping people with their problems. Social workers are sworn to a Code of Ethics and they live and work by this code. They can’t turn their cheek to injustices—no matter their size or if they occur after work hours,” she continues.

And her staff members certainly share her views. They each say that early on in their lives they recognized their desire to enter human services and community service in some shape or form.

• **Pam College**, a Cumberland, Maryland native, is a constituent caseworker for Sen. Mikulski. In this role, among the many hats she wears, she assists constituents when they experience difficulties with federal agencies. Staff members, she notes, typically specialize in a number of areas, helping them become intimately familiar with a particular area of government or constituent issues. Ms. College’s primary focus is with the Social Security Administration and the Centers for Medicare and Medicaid Services (Medicare); she also does community outreach for the Senator in her home base of Howard County. The 2000 Maryland Chapter Social Work Student of the Year, Ms. College completed her undergraduate degree in Business Management, but always felt that human services was her true calling. Knowing this, she would go on to complete her MSW. She credits her parents’ example of volunteerism and community involvement with planting the seeds of her interest in community service and social work. “My parents raised me to be accepting of all people and to help all people in need of assistance, she recalls. My mother volunteered for United Way and the American Red Cross. My dad was active in his church and still is.” Her parents were always on the front lines to help fight injustice, whether it was as union representatives or by supporting product boycotts when worker injustices were found to be unchecked. “I have always been interested in advocacy,” she notes. “Again, my advocacy started as a child...I love to analyze the problem and develop a strategy to correct the injustice. Whether it is getting someone the Social Security benefits they deserve or changing a policy that is inherently negative or hurtful, I love a good fight—a trait the Senator and I share,” she continues.

Like the Senator and her fellow social work colleagues, she too says that her training as a social work professional has truly benefited her work. “You have to know the system in order to affect change within the system,” she says. “My education guided me with the knowledge about the system and my seven years with the Senator has shown me how to make the system work. We cannot always guarantee an outcome, but we can guarantee an effort.” And that is the challenge—to affect real change for constituents at a time when government downsizing and other issues are affecting customer service, she notes. Despite the many challenges of trying to meet the needs of so many, Ms. College says that she would readily encourage others.

Mrs. College participated in a Social Welfare and Social Policy class at the University of Maryland-Baltimore. “We discussed racism, discrimination, poverty, economies and related federal legislation,” she says. “Most importantly, we discussed participating in the legislative process, who participates and how that affects change. Although I had previously recognized my frustration in doing clinical work, it was not until this time that I realized my root—also view my role as an ‘information broker’—sometimes people just need to know where to find information or about a particular process,” she notes.

She, too, says that she knew early on in life that she wished to pursue work in the human services arena where she could make a visible difference in the lives of others. She has been fortunate, she says, to be around social workers who have encouraged and inspired her along the way. “I have been blessed throughout my career to always work beside a social worker. Three standout in my mind as inspiring and mentoring. They have modeled compassion, integrity and altruism. Their passion to fight injustice motivates me to be a better person, both professionally and personally,” she says.

One of her first experiences in the field came when she worked at residential facility in Detroit, Michigan where she was part of a treatment team, providing therapy and care to abused children. She says the experience cemented her yearning to see injustice undone. She says that she originally did not have her sights set on a career in social work advocacy until she participated in a Social Welfare and Social Policy class while pursuing her MSW at the University of Maryland-Baltimore. “We discussed racism, discrimination, poverty, economies and related federal legislation,” she says. “Most importantly, we discussed participating in the legislative process, who participates and how that affects change. Although I had previously recognized my frustration in doing clinical work, it was not until this time that I realized my root—

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**Senator Mikulski addresses a group of senior citizens at Leisure World.**

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**WELCOME NEW MEMBERS JULY - AUGUST 2007**

**BRANCH A**

Laura Covington  
Nikki Edwards  
Jessica Fletcher  
Miryam Gastanaga  
Thandwile Irvin  
Meredith Josse  
Rachel Kanovsky  
Daniel Kimes  
Guilene Kraft  
Amber Mcguigan  
Katrina Mitchell  
Jhania Prince  
Erika Seivright  
Michele Smith  
Kimberly Torrence  
Miatta Tucker

**BRANCH D**

Tyantha Randall  
Lise Robertson  
Kaitlin Waldrip

**BRANCH B**

Melinda Morgan  
Anne Ricciuti

**BRANCH C**

Joselyn Barfield  
Donna Bland  
Marion Brown  
Angela Burns  
Angela Camara  
Nadine Campbll

**BRANCH E**

Thomassine Baskerville  
Erica Beasley  
Sharon Bentley  
Chuck Brown  
Merrill Brown  
Cynthia Burks Harriel  
Toya Charles  
Dara Cooper  
Samantha Deal  
Jacob Dover  
Chenelle Dudley  
Meaghan Dwyer-McNally

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**Rona Eliais**  
**Leah Erickson**  
**Anthony Estreest**  
**Emily Garrison**  
**Cindy Hurd**  
**Jason Hyde**  
**Julia Manzone**  
**Lindsay McGowan**  
**Kimberly Merkle**  
**Jessica Nazario**  
**Kelly Parks**  
**Tytisha Queen**  
**Katelyn Raab**  
**Lori Saltman**  
**Sara Schwartz**  
**Mayer Solomon**  
**Ebony Vaughan**  
**Bety Ward**  
**Stephanie White**
Free products!

According to their press release, since 1977, The National Association for the Exchange of Industrial Resources (NAEIR) has received product donations valued at over $2 billion. The products are delivered to NAEIR’s 450,000 square foot warehouse in Galesburg, Illinois where they are sorted, packed and shipped to any number of schools, churches and other non-profits around the country. If you work for a school or in a 501(C)(3) organization, and your organization or school becomes an NAEIR member, you may be able to garner a large variety of free products that include school and office supplies, clothing, building materials, holiday decorations, personal care items, books, toys, games and much more. By becoming a member of NAEIR, your organization could potentially receive an average of $18,000 worth of these new, donated supplies each year.

NAEIR members can request free supplies from a 200-plus page catalog, monthly flyers and from NAEIR’s online site, NAEIR-express. You don’t want to miss out on a chance to save your organization money.

For a free Membership Information Kit, contact NAEIR at 1-800-562-4955 or e-mail NAEIR at member@naeir.org.

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MILKULSKI
from page 19

—larger systems needed to change, policies and social consciousness needed to shift—before individuals could truly be empowered and successful.*

In her work with Sen. Mikulski, she too credits her social work experience and background with enhancing her skills in advocating for constituents. She brings qualities based in social work principles that make a difference in how she approaches her constituents’ issues. "I think my clinical experience has actually assisted me a great deal," she notes. "Although I work in a political environment and in the Macro system, the bulk of my job is to listen to the people and hear their stories. I find the more empathetic I am, the more patience I have—when I reflect back to the constituent—I gain a greater understanding of their issue, and when I ask probing questions, I find a deep truth." Working with individuals who are coping with sometimes with gnawing employment issues, Ms. Soper sees her work as critical and can see the benefits when constituents find relief or just an ear to listen to their concerns. "In most cases," she says, "constituents contact the Senator because they are at a loss and do not know where or to whom to turn. Typically, they have exhausted all avenues to resolve the issue on their own. They are feeling disparaged, hopeless, frustrated and powerless. They are about to be fired or lose their home...I help the constituent cut through the bureaucracy by providing a voice; sometimes it is as simple as advocating practicality to the agency. Oftentimes, the result is [that] the constituent has a fresh start or renewed hope. They feel relief."

* Staff member Denise Nooe, too, brings her social work skills to bear in her day-to-day efforts as Director of Sen. Mikulski's Annapolis office. Ms. Nooe, who received her MSW from the University of Maryland-Baltimore in 1982, says that her work finds her carrying out a hodgepodge of duties from casework to outreach. She began working with the Senator in 1983 when she was then Congressman Mikulski and has been with her since. The unique scope of her work has consistently kept her interest and has made her career extremely satisfying. With a concentration in Strategy/Community Organizing while in graduate school, Ms. Nooe knew where she wanted to go with her career in social work. "I, like many who were drawn to that specialty, hoped to change the world or at least our little piece of it," she said. Also, having parents who were active in the community and in union work set the example for her while growing up, more, providing her with perspectives and insights that would long influence her desire to help those most in need have voice given to their needs and concerns. "My dad was a Teamster and my mom worked in a non-union sewing factory on Lombard Street. I grew up knowing unions and that an organized workforce meant better working conditions because I had one union and one non-union parent," she says.

On any given day she may be helping veterans and military personnel or doing outreach on the Senator's behalf; she is also the Senator's liaison with the Maryland General Assembly. "The job changes everyday," she says, "and that is what makes it exciting and has kept me interested...I do some casework-working with veterans and the military personnel. With the war, some of this work is heart-wrenching, such as talking with a mom who has just lost her son." She says that her job is also challenging because her work is affected by how issues unfold on a daily basis. "The issues I face day-to-day are the same ones you read in your newspaper or hear on the morning news reports...If there is a controversial issue being voted on in Congress, I know a good portion of my day will be spent talking to Marylanders who are calling Senator Mikulski to voice their opinion," she notes. She says, however, that no matter the fast-paced environment, her background in social work "helps me to prioritize and focus on what is most important and what needs direct intervention immediately." Most importantly, through her work, Ms. Nooe can see visible results—even in the small victories—and finds this one of the most satisfying aspects of her work. Most rewarding, she says, are "the small, everyday successes that mean so much to the individuals who contact Senator Mikulski for help—such as getting the pension check re-instated, the lost prescription refilled, the wheelchair for the veteran who needs it. We work on the big issues here everyday, but nothing is more rewarding than taking a few moments to help that one person and make his or her life a little easier."

Sen. Mikulski measures the rewards of her efforts along the same lines. She reveals in meeting success on both large and small scales. "I am most proud of where I have improved the day-to-day lives of Marylanders and the long-range needs of our nation," she says. "I am proud of the progress the nation has made, and that I've fought for, on numerous women's health issues. I am proud of what I have done to fight to protect Maryland families and communities and to improve access to higher education and to look out for America's veterans," she continues. Sen. Mikulski says that she is also proud of the work she has done on critical senior issues. "One of the things I am most proud of, however, is strengthening the safety net for seniors by passing the Spousal Anti-Imposition Act," she says, "which changed the cruel rules of government that forced people to keep seniors from going bankrupt while paying for a spouse's nursing home care."

When asked what advice she would have for other social workers who have ever entertained the idea of running for office, Sen. Mikulski says a resounding "yes," that it is possible for anyone with the fortitude and passion to do the job. "The lives of Congresswomen are not at all different from the lives of other American women," she says. "We hit speed bumps and potholes on our way to the Capitol. We've lost parents and spouses. We've suffered career disappointments. Some of us have children. We know what it's like to go grocery shopping at midnight. But we also know that while women can work alone to make a difference, we have to work together to make change. With perseverance—there is nothing you cannot do."

The Maryland Chapter extends its sincere thanks to Sen. Mikulski and her staff for taking the time to be interviewed for this story.