

# NASW News



Fall/Winter 2016 *Building Strength Through Association*

## Upcoming Events

November 2nd: St. George  
CEU's NEAR YOU\*

November 4th: Salt Lake  
CEU's NEAR YOU\*

November 15th: Cedar City  
CEU'S NEAR YOU\*

November 16th: Utah County  
CEU'S NEAR YOU\*

November 16th: Northern Utah  
CEU's NEAR YOU

January 18th: Utah County  
CEU's NEAR YOU\*

January 27th: Salt Lake  
CEU NEAR YOU\*

\* FREE FOR NASW MEMBERS

For more upcoming events:  
[www.utnasw.org](http://www.utnasw.org)

## Transformative Social Work Leadership

By Angelo McClain, Ph.D, LICSW

Today, social work leaders must be visionaries, forward thinkers and innovators. They must adapt to change and cater to new innovations while respecting traditional methods. Above all, they must thrive in uncertainty.

As such, if they want to succeed, social work leaders must evolve and constantly rethink their approaches.

Demands on social work leaders have never been greater. Those in health and human services struggle to survive in a world of shrinking budgets, increasing needs, and lack of resources.

Indeed, these leaders operate in increasingly unpredictable, uncertain, and complex environments; yet performance expectations are higher than ever.

Given an environment of intensified competitive pressures, increased regulation, and greater media scrutiny, the need for transformative social work leadership is greater than ever.

Transformative leadership is a style of leadership where the leader works with followers to identify the needed change, create an inspirational vision to guide the change, and implement the change in partnership with committed group members. *Continued on page 2*

## **Transformative Social Work continued from page 1**

The leader nurtures and challenges followers to think deeply, take risks, approach unexpected situations as learning opportunities, and to be innovative.

Thirty years of research and a number of meta-analyses have shown that the transformative leadership style is correlated with successful organizational outcomes.

Evidence clearly shows that groups led by transformative leaders have higher levels of performance and satisfaction than groups led by other types of leaders.

Over the course of the last 25 years of transforming large delivery systems, I have learned that change management is incredibly hard and not for the faint of heart. I've learned that you don't win the popularity contest, not even after you've achieved the desired changes.

I've learned that attending to self-care and not personalizing attacks from critics serves one well when tough decisions need to be made. I've learned when the status quo is challenged, those who benefit from it will exhaust every opportunity to demean and vilify those who dare to lead or support the change effort.

Transformative change is hard and at times can be downright daunting; at the core, we are all change-resistant. When the "change management times" get tough, a focus on the desired outcome and a laser-focus on strengthening the organizational commitment to the transformative vision is required.

In order to be successful, transformative social work leaders must develop a challenging and attractive vision for change in partnership with the group members; align the vision to a strategy for its achievement; translate the vision into actions; express confidence, decisiveness and optimism about the vision and its implementation; and realize the vision through small planned steps and small successes along the critical path to full implementation.

Given their focus on and care about team members and their personal needs and development, transformative social work leaders inspire, empower and stimulate followers to exceed normal levels of performance.

As social work leaders continue to lead during times of greater uncertainty, their transformative leadership abilities will become increasingly more important.

Contact Angelo McClain, CEO at [NASWCEO@naswdc.org](mailto:NASWCEO@naswdc.org).

# NASW Legislative Accomplishments

NASW, Utah Chapter is Utah's ONLY collective voice for professional social workers. As a collective voice for social work, the Utah Chapter has successfully developed *and passed* several bills that strengthen, and protect social work in Utah. Some of our recent successes include:

- Secured social work title protection (2014)
- Removed arbitrary barriers for out of state licensees (2010)
- Revised and clarified the scope of practice for entry level social work generalists-SSW's (2010)
- Allowed additional time on the social work exam for social work licensees whose first language is not English (2012)
- Protected social workers engaged in the practice of neurofeedback (2012)
- Assisted in the development of some of the nation's first remote therapy legislation (2013)
- Provided exemptions and protections for social work practitioners providing ABA therapy in Utah (2014)
- Revised existing statutory language to facilitate licensure for the first USU social work cohort (2010)

**NASW membership helps us protect and fight for professional social work and the clients we serve**

**MEMBERSHIP MATTERS!**

## Important Numbers

NASW, Utah Chapter Office	801-583-8855
Membership (changes, etc.)	800-742-4089
Insurance	800-355-3869
DOPL	801-530-6767
ASWB	888-5sw-exam
	hearing impaired/TT 888-332-



<http://www.naswassurance.org/>

# NASW Membership

## Installment Payment Option Now Available for NASW Membership Renewal

NASW members can pay membership renewal in full in two or three installments by your membership renewal date. Installment payments may be made by mail to PO Box 79949, Baltimore, MD 21279-0949 or by phone to NASW Member Services at 800.742.4089 Monday – Friday, 9AM – 9PM ET. The installment option is not available online at this time. A \$25 processing fee will be assessed for refunds of incomplete installment payments.

## NASW Member Benefits

- **Free First-Time Listing in Psychology Today for NASW Members (\$180 Value)** NASW Assurance Services and Psychology Today have partnered to send you clients. Sign up for a FREE first-time listing in *Psychology Today*, compliments of NASW Assurance Services. You'll receive this service FREE for 6 MONTHS.
- **Liability Insurance for NASW Members** Even if you think you are covered by your employer's malpractice insurance, it can be vital to have individual coverage, designed for you and your specific protection needs. Your employer's coverage may have some gaps.
- **Free ICD-10-CM Resources**
- **Private Practice Q&A Call-In Sessions**
- **Legal Issue of the Month: 100 FREE Articles** Find answers to legal questions commonly asked by social workers.
- **FREE Ethical consultation at the chapter AND national levels**
- **Members Only 10% Discount on NASW Press Publications** Must call in order to receive discount: 800.227.3590. *Discount*

*"I joined NASW in 2013, during my junior year of my undergraduate program at Weber State University, and have been on the Board of the Utah Chapter ever since. Joining NASW has been one of my wisest decisions I have made thus far in my practice. I was inspired to join while hearing about NASW from role models who were already members as well as learning about NASW in my intro to Social Work classes. I loved the idea of becoming an advocate for my field, having the opportunity to network, and learn from other Social Workers so I can become the best possible version of myself professionally. It is my personal belief that every Social Worker should be involved in NASW. What better way to strengthen your job security and occupational opportunities than mold the future with your own hands? New generation Social Workers can learn from well practiced Social Workers to strengthen the professionalism of our field and prevent history from repeating itself for the benefit of our clients."* -Stephanie Harding, CSW  
At-Large Board Member

# Utah Licensing FAQ's

## What recent changes have been made in the requirements for social work continuing education?

SSW's and LCSW's must now obtain two ceu's in **suicide prevention, assessment and intervention** every licensing cycle, in addition to three required ceu's in **ethics**. CSW's must also obtain two ceu's in suicide prevention, assessment and intervention prior to applying for their LCSW license.

## How many ceu's can I earn through the internet or through home study?

This number also recently changed. LCSW's can earn up to 15 ceu's every two years through these "non traditional" methods.

SSW's can earn up to 10 ceu's every two years through "non traditional" methods.

**NASW, Utah has many online ceu's available on our website, including topics on suicide and ethics. Most are free for NASW members. Visit [www.utnasw.org](http://www.utnasw.org)**

## In what other ways can an LCSW earn their 40 continuing education hours?

Every licensed clinical social worker must have 40 hours of continuing education during the two-year cycle. In addition to 15 ceu's (10 if you are an SSW) of online education and homestudy, the hours may be earned in the following ways:

**Category I:** 40 hours may be earned in formal workshops, conferences, seminars, lectures, training sessions or university classes.

**Category II:** 10 hours can be earned by lecturing or instructing continuing education courses.

## What is the next deadline for earning ceu's?

September 30, 2018, same as the deadline to renew your license.

## Can I get continuing education credit for teaching in a university or college?

This issue is being reviewed by the Utah Department of Occupational and Professional Licensing. Please consult with DOPL or NASW regarding the outcome of the review at a later time. But, as previously mentioned, there is a 10 CEU limit when CEU's are obtained through teaching.

## What happens if I don't meet the ceu requirement of 40 clock hours by the end of the recertification period?

You will be subject to review by the Division of Occupational and Professional Licensing for unprofessional conduct. When you renew your license every two years, you

must sign that you have earned your continuing education hours. If you falsify that renewal document, you are subject to legal consequences.

## How long do I need to keep my documentation?

You need to keep documentation for four years after the licensing cycle ends. If you are audited by DOPL, you must produce proof of continuing education compliance.

## How many continuing education hours can I carry over to the next cycle?

You may carry over up to 10 hours to the next ceu cycle.

## Why do some workshops advertise that they "meet DOPL requirements" and others advertise that they are "approved by NASW?"

The Social Work Rules of the Mental Health Practice Act require continuing education for licensed clinical social workers, as set forth by the Utah State Department of Occupational and Professional Licensing. The DOPL requirements spell out those continuing education activities that qualify for approval. A workshop sponsor may choose to not apply for NASW approval and may advertise that, in the opinion of the sponsor, the workshop meets DOPL's requirements. It then becomes the responsibility of the LCSW or SSW to decide if he or she feels comfortable attending the workshop under those conditions. Most workshop sponsors choose to seek NASW approval so that the participants are assured that the workshop meets the criteria for continuing education approval. A workshop may not advertise that it has received NASW approval if it has not completed the application process.

## Why do some workshops refuse to give out ceu certificates until the workshop is over?

Participants must attend the entire workshop to earn a certificate of completion. If you arrive late or leave early, you will receive an amended certificate.

## I am a CSW, do I need ceu's?

No, since CSW is a transitional license, there is **no** ceu requirement, just the pre-licensure requirement that you attend a suicide-related workshop prior to applying for your LCSW license.

NASW Members can contact NASW anytime to inquire about continuing education, licensing or ethics. Please call or email us with your questions!

801/583/8855 [naswemail@yahoo.com](mailto:naswemail@yahoo.com)

# Upcoming *CEU'S NEAR YOU*

## Northern Branch

Branch Representatives: Brett Bartruff -- brettb@dbh.utah.gov

Location: Davis Behavioral Health 934 S. Main Street, Layton

Time: 12:00-1:00 pm 1 CEU each (unless otherwise specified)

**\*\*Pre-registration is required: <http://www.dbhprevention.org/nasw/> \*\***

\$10 for non NASW members

November 16, 2016 Men and Depression: Decreasing suicide Risk, Lisa Nichols, LCSW

**CEU's Near You are NASW  
sponsored workshops**

**FREE**

**for NASW members!**

## Salt Lake Branch

Branch Representatives: Jenna Christensen, MSW -- jenna36@gmail.com

Location: Salt Lake County Youth Services, 177 W. Price Avenue (unless otherwise specified)

Time: 2:00-4:00 pm 2 CEUs

\$10 for non NASW members

November 4, 2016 Seeing Through New Eyes: Addressing the Unique Needs of the Partially Sighted, Amy Henderson

January 27, 2017 Family Violence by Persons with Serious Mental Illness, Travis Labrum

## Utah County/Central Utah Branch

Branch Representatives: Wendy Hendley, CSW -- wendy.k.hendley@gmail.com, and Miriam Campbell miriamc@provo.edu, in partnership with the Utah County Children's Justice Center

Meetings are held the 3rd Wednesday of each month

Location: Health and Justice Building, 151 S. University Ave, Room 1600, Provo

Time: 10:00 am-12:00 Noon 2 CEUs (unless otherwise specified)

November 16, 2016 LGBTQ Issues, Jerry Buie

December 21, 2016 Utah Health Policy Project

January 18, 2017 Autism, Teresa Cardon

## Cedar City

Branch Representative: Kimball Weaver, LCSW -- (435) 590-6758 In partnership with the Cedar City Mental Health Professionals Group

**Meetings are held the 3rd Tuesday of each month**

Time: 11:30 -1:00 1.5 CEUs (unless otherwise specified)

New Location (as of 8/2016): Southern Utah University Sharwin Smith Center, Starlight Room 351 W. University Blvd Cedar City

November 15, 2016 TBA

## Southern Utah/St. George:

Branch Representative: Kimi Endter, LCSW -- Kimi.Endter@imail.org

Location: Foremaster Building, SelectHealth Auditorium 1424 E. Foremaster Road St. George

Time: 11:30 am-1:00 pm 1.5 CEUs (unless otherwise specified)

November 2, 2016 Monitoring and Assisting Court-Appointed Guardians of Adults:

Court Visitor Volunteer Program, Karolina Abuzyarova

January (TBA), 2017 Breaking the Cycle of Poverty, Carol Hollowell

**Information and location**

**may change.**

**Please visit**

**[www.utnasw.org](http://www.utnasw.org)**

# Professional Development

## An Hour with Private Practice

An Hour With Private Practice: Questions and Answers is a free question and answer session for NASW members which is held every third Wednesday of the month from January through November.

The monthly call-in sessions focus on a specific private practice subject. There is no registration and members can join in the discussion, ask questions, and make comments. These sessions provide members with important clinical social work updates impacting the delivery of mental health services. Sessions are held every third Wednesday of the month from 10am-11am (MDT)

**Meeting Title: An Hour with Private Practice: Questions and Answers**

**November 16th:** *Preparing a Professional Will for Your Practice: Important Factors to Consider*

## FREE Homestudy CEU's

More information at [www.utnasw.org](http://www.utnasw.org)

Continuing Education >> Home Study CEU's

Social Work Ethics and Risk Management Module I 3 CEU's  
(\$45 for non-members)

Social Work Ethics and Risk Management Module II 3.5 CEU's  
(\$52 for non-members)

Treating the Invisible Wounds of War 1-4 CEU's (Use code AOSNASWUT)  
Military Culture Course Modules CEU's vary by module

## NASW, Utah Partnering with University Neighborhood Partners

In the fall of 2015, University Neighborhood Partners (UNP) began working with a group of University of Utah MSW graduates from diverse linguistic and cultural backgrounds as they prepared for the clinical license exam. As current professionals in the field, the participants report a strong desire to increase their professional capacity by attaining their clinical licensure, yet they face unique barriers throughout the process. The NASW, Utah Chapter, the University of Utah College of Social Work, and UNP are committed to supporting this professional pathway for MSW graduates of all backgrounds, specifically those focused on addressing the content through a multi-cultural perspective. The study group meets weekly at the UNP Hartland Partnership Center in Salt Lake City. Please contact Julianne Rabb at 801.973.5945 for more information.

# Elise K. Hutchings Scholarship Winner

**Scholarship awarded annually to University of Utah MSW student who is an active engaged member of NASW, Utah Chapter**

University of Utah MSW student, Joseph Lamb, was awarded the *Elise Kasteler Hutchings Scholarship for Leadership in NASW* for the 2016-2017 academic year. This award recognizes an outstanding incoming social work student for his/her commitment to and understanding of the relevance of NASW in professional social work practice. Joe is certainly an example of this, having served on the NASW board of directors as the Weber State University BSW student representative, and currently as the student liaison to the Board of Directors. Joe is a supporter of NASW and an advocate for student and early career involvement in NASW. Congratulations to Joe and a very gracious thank you to longtime NASW member, current board member, past president and University of Utah alumna, Ms. Elise Hutchings, LCSW, ACSW, for her generous support of this scholarship.

In addition to the scholarship, Ms. Hutchings and the University of Utah also sponsors an award, the Elise Kasteler Hutchings Award for Leadership in the National Association of Social Workers. The scholarship and award were established in 2011 by Ms. Hutchings, and recognizes an outstanding social work student who has demonstrated knowledge of the value of NASW and dedication to helping support its mission in Utah. Recipients of both the award and scholarship must be a University of Utah social work student, and an active, engaged member of the NASW, Utah Chapter.

## Announcements

### Holladay Office Space Available January 2017

One office in a suite of three will be available January 1, 2017. Choice of a large office, measuring approximately 13'X9' or a smaller office, measuring approximately 11X12. Waiting room and break room (with sink) included. All offices have windows with a lot of natural sunlight. Corner of 4500 South and 2300 East. On a bus route and easy access to I-215.

**Contact Mary Beth Whittaker if interested 801-272-3533**

### HelpPRO® Therapist Finder

**Helping people find individual counseling, family counseling, couples counseling and therapy groups.** Social Workers! Have you joined HelpPro®? Find out more at [helppro.com](http://helppro.com)

### NASW Job Board!

Email your social work job announcement to NASW Utah Chapter! All relevant job announcements are posted on the NASW job board for free! [www.utasw.org](http://www.utasw.org)

# Ethics FAQ's

**Q: Can I hire a supervisor?**

**A:** No, Utah law explicitly prohibits hiring of a supervisor UNLESS the supervisor is being paid by your employer.

**Q: I just completed my MSW but did not pass the social work exam and am not eligible for a CSW license. Can I still practice without a CSW license?**

**A:** No, in order to conduct mental health or professional social work services, you MUST have a CSW. If you do not pass the exam, you can apply for a CSW-intern license.

**Q: I am a therapist working with a minor client. Can I provide a custody/visitation recommendation?**

**A:** No, in Utah, it is considered unprofessional conduct to provide both the therapy and a custody recommendation for a minor client.

**Q. If parents have joint/shared custody of their child who is a minor, is a social worker required to have both parents give consent to treat?**

**A.** It is considered best practice to involve both parents and to request court documents prior to the first visit for confirmation of parental decision making authority. Social workers are encouraged to obtain a written copy of the custody arrangement to confirm decision-making authority. Some social workers insist that both parents consent to treatment prior to initiating treatment.

**Q. A therapist providing couples therapy is asked by one spouse to testify in a contested divorce dispute. Is the therapist required to obtain permission from the other spouse prior to releasing any information or agreeing to testify?**

**A.** Yes. Permission to disclose confidential information about the other spouse is required.

**Q. An attorney serves a psychotherapist with a subpoena to appear at a deposition and produce the records of a client. Is the therapist required to release such records to the attorney?**

**A.** No. A therapist cannot release records to an attorney without a release from the client. A subpoena is an order to appear in court, it does not constitute permission to release confidential information. You may need to claim privilege on behalf of your client and block the subpoena until there is an order by the court (judicial order) regarding the legal requirement to provide information. Even if a formal, signed judicial order (not a subpoena from an attorney) is produced, social workers should request that the court limit the order as narrowly as possible and maintain the records under seal, unavailable for public inspection.

**Q. Are psychologists, social workers, licensed professional counselors, marriage and family therapists, addiction counselors or registered psychotherapists required to report child abuse?**

**A.** Yes, mental health professionals are specifically cited under the Utah Code to report child abuse.

**Q: Can I engage in remote therapy, like SKYPE™ ?**

**A:** Legislation was passed recently in Utah that allows social workers LICENSED in Utah to engage in remote therapy with clients RESIDING in UTAH. It is unprofessional conduct to engage in remote therapy outside of the state you are licensed in, and it is not permissible for a therapist licensed outside of Utah to engage in mental health therapy with a resident of the State of Utah. Proper consents including informed consent are encouraged.

**Q. How long are therapists required to keep client records?**

**A.** The short answer is ten years for an adult client and five years past the age of majority (18 years in Utah) for a minor child. However, NASW does recommend that at a minimum, a summary of treatment should be retained indefinitely. Record Storage. Every social worker shall keep and store client records in a secure place and in a manner that both assures that only authorized persons have access to the records and protects the confidentiality of the client. Record Disposal. Every social worker shall dispose of client records in a manner or by a process that destroys or obliterates all client identifying data. It is best practice for a social worker to prepare a will that includes a plan for disposition or transfer of clients records. This can provide for an executor or trustee who will maintain records for a certain amount of time.

**Members! Log in to [www.utnasw.org](http://www.utnasw.org) and peruse articles in the "Clinicians Corner." There is a lot of useful information!**

# 2016 NASW PACE

## NASW PACE Program

### ***Building Political Power for Social Workers***

Political Action for Candidate Election (PACE) is the political action arm of the National Association of Social Workers. As a political action committee, PACE endorses and financially contributes to candidates from any party who support NASW's policy agenda. The national PACE Board of Trustees endorses and contributes to federal candidates running for U.S. House and Senate seats; state chapter executive committees, in collaboration with the lobbyists, decide on state races. This year, NASW, Utah Chapter contributed to the following candidates running for the Utah State Legislature.

**Rebecca Chavez-Houck (D) Utah House 24**

**Luz Escamilla (D) Utah Senate 1**

**Francis Gibson (R) Utah House 65**

**Sandra Hollins (D) Utah House 23**

**Kristine Passey (D) Utah House 44**

**Brian Shiozawa (R ) Utah Senate 8**

## did you know...

NASW staff is partnering with *Social Work Helper* on a voter registration drive that will target social workers across the country in the hopes of registering 5,000 new voters. As noted above, NASW is also organizing a telephone get out the vote drive from its national headquarters.

In September, NASW staff joined over 75 organizations from the National Voting Rights Coalition to develop strategies on increasing voter registration, guarding against voter suppression, and preventing voter intimidation.

## *Why I am a member of NASW...*

*When asked the question of why I am an NASW member and why it is important to me, it is difficult for me to put the significance into words. More easily quantified are the monetary benefits of free and reduced CEU credits, discounted liability insurance, and because of my involvement with NASW-Utah I was lucky enough to be awarded a scholarship in MSW program. Harder to explain, yet extremely valuable, are the personal connections and experiences I get from being an NASW member and active in the local chapter. I joined as a student during my BSW program and served on the chapter board ever since.*

*When I had questions about applying to graduate school and choosing a school, I received guidance from the chapter executive director and members of the board. When it came time to apply for licensure our state had just changed the application process drastically, I was privy to have personal direction for our chapter's director.*

*I think for me the reason that it is difficult to answer why am I a member of NASW is because I don't think about it that way. I find it a privilege, that I get to be a member of the organization that represents the profession that I love. Being involved in the local chapter I have seen and had my voice heard about important legislative matters concerning our profession that the chapter pursued. The chapter employees keep a close eye on legislation that affects the populations we serve, so as social workers we can take action to assist our clients or advocate for change as needed. Being a part of the local NASW chapter has helped me understand how social work practice interventions throughout the entire micro to macro environment continuum.*

*Again, it is difficult for me to quantify the significance of being an NASW members, so let me just close by saying I am proud that I get to be a member of NASW and grateful for what membership has added to my life and practice.*

*-Brett Bartruff, LCSW  
Northern Utah Branch Representative*

# Review Questions

Read this newsletter —pass the quiz (80%) — receive .5 ceu's!

**FREE FOR NASW MEMBERS      \$5 FOR NON MEMBERS**

- 1) NASW developed and passed bills to protect all of the following except:
  - A. Neurofeedback in Utah
  - B. The title "social worker"
  - C. Remote therapy in Utah
  - D. Administering psychological tests
- 2) It is acceptable to practice therapy remotely (via Skype™) in Utah if:
  - A. You are a therapist licensed in any of the 50 states
  - B. You are a therapist licensed in Utah
  - C. You have been a social worker for over 25 years
- 3) Recent changes to social work licensing in the state of Utah include:
  - A. requiring all LCSW's and SSWs to obtain 2 hours of suicide-related CEUs in every two years
  - B. allowing LCSW's to roll over up to 20 CEUs to the next licensing cycle
  - C. requiring all SSWs and LCSW's to obtain 1 hour of ethics training every two years
- 4) NASW, Utah Chapter is partnering with University Neighborhood Partners to:
  - A. Help individuals from diverse backgrounds attain clinical licensure
  - B. Enhance neighborhood capacity throughout the State
  - C. Write legislation to improve educational equality
- 5) Does Utah law allow a CSW to hire a supervisor?
  - A. Maybe, it depends
  - B. Yes
  - C. No
- 6) NASW, Utah Chapter has achieved the following legislative successes since 2010
  - A. Allowing individuals whose first language is not English two additional hours on the licensing exam
  - B. Assisted in the development of some of the nation's first remote therapy legislation
  - C. Secured Social Work Title Protection
  - D. All of the above



	Where should we send your certificate?	Checklist
<b>Answers</b>	Name _____	-Fill in the answers
1. _____	Address _____	-Fill out your name, address, email <b>and enclose \$5 fee ( If NOT a member of NASW. Otherwise, FREE for members!)</b>
2. _____	_____	
3. _____	Email _____	-Return to:
4. _____		<b>NASW, Utah Chapter</b>
5. _____	NASW Member? <b>Y</b> <b>N</b> (if no, fee required)	<b>University of Utah CSW</b>
6. _____		<b>395 S. 1500 E. SLC, UT 84112</b>

NASW, Utah Chapter  
 University of Utah College of Social Work  
 395 South 1500 East  
 Salt Lake City, Utah 84112

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National Association of Social Workers, Utah Chapter

University of Utah College  
 of Social Work

Phone: 801.583.8855  
 Fax: 801.583.6218  
 naswemail@yahoo.com

NASW Membership distinguishes you as a professional social worker.

The other option leaves you without services, without benefits, without ethical consultation, without legal help, without low cost liability insurance, without money saving benefits, without FREE and discounted ceu's, without current practice information, without a state and national organization to represent you, and without a collective voice on behalf of social work.

## NASW Staff and Board of Directors

### 2016-2017 Board of Directors

Tammer Attallah, MBA, LCSW

Don Austin LCSW

Elise Hutchings, LCSW, ACSW

Pat Berckman, LCSW

Brett Bartruff, LCSW

Jenna Christensen, MSW

Wendy Hendley, CSW  
 Miriam Campbell, LCSW

Kimball Weaver, LCSW  
 tive

Kimi Endter, LCSW

David Derezotes, PhD, LCSW

Joseph Lamb, MSW Student

Gabriella Blanchard, BSW  
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At-large  
 At-large  
 At-large  
 At-large  
 At-large  
 At-large

### Chapter Staff

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Bethany Gull Communications Director

Fred Barton, EA Controller

### NASW members only

Office of Ethics and  
 Professional Review  
 Washington, DC

**1.800.638.8799 x231**  
**ethics consultations**

**1.800.638.8799 x290**  
**legal review**