

NASW News



Spring/Summer 2012

Membership Matters!

NASW Advocacy Pays Off

NASW Utah develops and passes two important bills in 2012 legislative session

Woohoo! Two important social work-related bills flew through the legislature in 2012. Though little known, HB 100 and HB 294, are critical to social work in Utah, and exemplify the advocacy efforts of your local NASW chapter.

These bills were drafted (HB 100) and/or co-drafted (HB 294) by NASW in response to member and community need and input. NASW staff and volunteers dedicated hundreds of hours drafting, vetting, lobbying, and testifying on behalf of these bills, so the fact that both bills passed and were subsequently signed into law is a relief and a victory!

Thank you to Representative David Litvack, sponsor of HB 100, and Representative Curt Webb, sponsor of HB 294 for their support and steadfast dedication to these bills!

HB100

Allows up to two extra hours on the ASWB exam for foreign born legal residents of the United States

This bill requires the Division of Occupational and Professional Licensing to provide by rule, additional time to complete a social worker licensing exam for an applicant who is a foreign born legal resident of the United States or a member of a federally recognized Native American tribe for whom English is a second language.

This bill was drafted in response to studies that indicate that an applicant self reporting as “white” is 2.6 times more likely to pass the social work licensure exam.

Also, the need for licensed bi-lingual and bi-cultural social workers is rapidly outpacing their availability. This is especially urgent in Utah where over 1,000 new refugees and asylum seekers arrive in annually and approximately 50,000 refugees now call Utah home. Studies estimate as many as 35% of the world’s refugees are torture survivors who require major psychological and social support.

This change will go into effect July 9, 2012. If you need help expediting, please contact the chapter office.

HB294

Trained, licensed social workers can now officially practice bio/neurofeedback in Utah

This bill amended several licensing acts to clarify that a person does not have to be licensed as a psychologist, naturopathic physician, or physical therapist to use bio/neurofeedback.

This paves the way for trained licensed social workers **WITHIN THEIR SCOPE OF EDUCATION AND TRAINING** to practice bio/neurofeedback. This bill was initiated in response to notifications sent by DOPL to some Utah social workers notifying them that they would be forced to discontinue their practice of bio/neurofeedback if changes were not made to the law.

With DOPL’s cooperation, the statute has now been amended and clarified to allow trained licensed social workers to practicing bio/neurofeedback.

If you have questions, please contact the NASW office or DOPL.

VOTE NOW!

NASW-Utah's 2012 election ballot
see Page 7

A few Other NASW Legislative Priorities and Outcomes

The 2012 Utah Legislative Wrap-Up

2012 Budget Overview

The 2012 Utah Legislative Session began Monday, January 23, and for the first time since 2008, Utah lawmakers had a budget surplus of about \$408 million dollars. This was certainly encouraging after three straight years of deficit and “structural imbalances,” including last year’s \$313 million deficit.

While the \$408 million surplus is comparatively small next to the \$12.9 billion budget, it does represent a positive economic direction for the state of Utah. With a few exceptions, social services in Utah will remain intact for another year!

Budget Highlights

- **Assist individuals and families with disabilities**
- **Increase Medicaid funding, additional \$156.6 million**
- **Increase funding to the Utah State Hospital (\$1,000,000)**
- **Increase DORA funding \$551,400 ongoing/\$100,000 one-time**
- **Small increase in early intervention funding**
- **Provide funding for expanded core at Utah Schools for the Deaf and Blind**
- **Maintain the number of beds at the USH (\$1.1 million)**
- **Provide funding for homeless shelters (\$500,000– from the mortgage fraud settlement)**
- **Fund additional social services including Veteran Nursing Homes**
- **1% cost of living increase for state employees**
- **Assist children and adults with mental health needs**



Your NASW membership helps us advocate for social work in Utah. From developing, drafting and lobbying our own bills to advocating and lobbying on behalf of bills important to professional social work, NASW, Utah could not do it without the collective voice and resources of our members.

THANK YOU FOR YOUR MEMBERSHIP. IT MATTERS.

2012 Utah Legislation Relevant to Social Work

This is a collection of legislation relevant to social work practice. Our analysis can be provided upon request.

HB 14: Civil Commitment Amendments (B. Daw)

This bill amends the Substance Abuse and Mental Health Act by including harmful sexual conduct as grounds for a civil commitment, and defines the terms harmful sexual conduct. **PASSED**

HB 69: Insurance Coverage for ASD (R. Menlove)

This bill amends the Accident and Health Insurance part of the Insurance Code to provide coverage for evidence-based treatment of autism spectrum disorders. **FAILED**

HB 272: Pilot Program for ASD Services (R. Menlove)

This bill creates a pilot program for autism spectrum disorders services in the Medicaid program; for the private sector, non-Medicaid population through the Autism Treatment Account; and for certain children of state employees administered by Public Employees' Benefit and Insurance Program Act. **PASSED**

SB 111: Health Amendments for Legal Immigrant Children (L. Robles)

This bill amends the Medical Assistance Act and the Utah Children's Health Insurance Act to provide Medicaid coverage and health insurance coverage to a legal immigrant child, regardless of the length of time that the child has been in the United States. **FAILED**

HB 420: Parent Education Initiative (S. Eliason)

This bill requires school districts to develop a curriculum and offer an annual seminar to parents on topics including bullying, suicide prevention, internet safety and mental health. **FAILED**

HB 501 (sub 1): Youth Suicide Prevention (E. Hutchings)

This bill requires the State Board of Education to provide suicide prevention training for licensed employees. **PASSED**

HB 155: Drug Screening for TANF Recipients (B. Wilson)

Requires TANF recipients to complete a written questionnaire designed to determine the likelihood of having a substance use disorder; requires an applicant to submit to a drug test if the written questionnaire indicates a reasonable likelihood that the applicant has a substance use disorder; requires an applicant who tests positive for a controlled substance to enter into and follow an employment plan that includes the following to continue to receive cash assistance under the Family Employment Program: receive treatment for a substance use disorder; negative results on follow-up drug tests for a controlled substance. **PASSED—though unfunded.**

SB 37: Intergenerational Poverty Provisions (S. Reid)

This bill requires the Department of Workforce Services to establish and maintain a system to track intergenerational poverty related data to identify at-risk children and other groups, identify trends, and to assist case workers, social scientists, and government officials to study and develop plans and programs to assist individuals and families to break the cycle of poverty. **PASSED**

HB 250: Tax Credit for Dependent with a Disability (J. Dougall)

This bill amends the Nonrefundable Tax Credit Act to allow a tax credit for a dependent adult with a disability or dependent child with a disability as part of the taxpayer tax credit. **PASSED**

HB 47: Reporting Abuse of a Vulnerable Adult (C. Moss)

This bill amends the definition of "emotional or psychological abuse." **PASSED**

SB 226: High Quality Preschool Project (A. Osmond)

This bill creates a pilot program in which grants are given to qualifying education agencies to implement high quality preschool programs for at-risk children. **FAILED**



Licensing FAQ's

What new changes have been made in the requirements for continuing education?

Recent Social Work Rules changes have gone into effect. **Social Service Workers (SSW)** are now required to obtain 20 hours of continuing education credit every two-years beginning October 1, 2010-September 30, 2012. Three of these ceu's (for both SSW's and LCSW's) must be in **ETHICS**.

How many ceu's can I earn through the internet or through homestudy?

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 offer several "non-traditional" ceu's on our website. Go to www.utnasw.org and click on "Home Study CEU'S." Free Ethics CEU's for NASW members.

What is the deadline for earning ceu's?

September 30, 2012. Same as the deadline to renew your license.

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 recertification cycle ends. If you are audited by DOPL, you must produce proof of continuing education.

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.

How do I keep track of my ceu hours?

You may use any system you choose. A ceu tracking form is available on the Utah Chapter NASW website. If you are audited, you will be required to submit documentation of attendance at workshops and conferences, proof of completion of home study or on-line courses, and outlines of continuing education classes taught.

Why do some workshops refuse to give our 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.

How many ethics ceu's do I need? Both LCSW's and SSW's need three ethics ceu's per licensing cycle (every two years).

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

No, since CSW is a transitional license, there is **no** ceu requirement.

Telemental Health and Utah Law

NASW is currently working with several other mental health professional associations and the Department of Occupational and Professional Licensing (DOPL) to develop regulatory language regarding telemental health practice in Utah.

Utah law does require that social workers practicing in Utah **MUST** be licensed in Utah, and that clinical supervision must be conducted in-person (Skype, VOIP or videoconference supervision is not permissible under current law).

NASW will keep its members informed of proposed changes to the current law related to telemental health practice in Utah.

CEU Information

The deadline for ceu's and license renewal is September 30th, 2012.

You must complete 40 ceu's (three of which must be in ethics) by September 30th.

NASW Spring Professional Education Series 2012



Only two sessions left!

June 29th, 2012

9:00 AM - 4:00 PM (FULL DAY) \$70 NASW members/\$110 non-members 6 ceu's

Adventures in Couples Therapy: Learning from Common Mistakes and Developing Effective Skills for Working with Today's Couples

Many therapists feel unprepared for dealing with the unique challenges that couples present. This workshop addresses commonly made treatment mistakes and uses case examples to teach effective practices for couples therapy. Session focus: overview of couples theories/models, developing a practice framework, conducting comprehensive couples assessments, treatment planning, structuring sessions, managing ethical and legal concerns, handling conflict in sessions, and effective interventions for complex/difficult couples issues.

Instructor: Andra Devaiah, MSW, LCSW

9:00 AM– 4:00 PM (FULL DAY) \$70 NASW members/\$110 non-members 6 ceu's

The Transformative Power of Healing Relationships: Bringing Coherence to the Brain, Heart, Mind, and Body

In this workshop, we will review the impact of insecure attachment and trauma on neurophysiology and look closely at how the brain is wired by early experiences and transformed by healing relationships. While creating a Playdoh brain, participants will become familiar with brain, heart, mind and body connections and gain a better sense of how the brain in the head and the brain in the heart are involved in all aspects of development, functioning and healing. We will draw on the evidence base supporting the use of Heartmath™ and try out several proven activities that bring coherence to the brain, heart, mind and body. These tools help transform feelings of anger, despair and anxiety and improve focus, emotional regulation and creativity. They will be a welcome addition to your knowledge and skill base.

Instructor: Kathleen Moroz, PhD, LCSW

REGISTRATION AND MORE INFORMATION at www.utnasw.org or Call us at 801-583-8855

More CEU options....

By visiting our website (www.utnasw.org) you can:

- Check out all NASW approved workshops across Utah: [Continuing Education >> Upcoming NASW Approved Workshops](#).
- Find listings of our upcoming "CEU's Near You" workshops in Ogden, Salt Lake, Provo, Cedar City and St. George. These 1-2.0 ceu workshops are **FREE for NASW members**. However, there are limited offerings during the summer months.
- Access our online courses (**check out our 3 credit ethics online course—FREE for NASW members!**)
- Get the latest on our Tom Mulder Memorial Lecture Series. A free 3-credit lecture for NASW members

Under 30 Spotlight-Melissa Meeks

How did you discover social work?

"I discovered my interest in social work when I was completing my undergraduate degree at Northern Arizona University. At that time I was given the opportunity to work at the Coconino County Medical Examiner's Office as part of my psychology/criminal justice internship. During this internship I was exposed to a variety of cases in which a person had committed suicide. In each case I found myself wondering why these individuals had taken their lives? What could have been done to prevent these incidents from taking place and how are their families coping with their loss? After completing my internship, my curiosities led me towards social work. This field of study has given me the opportunity to exercise my passions for learning, understanding and helping."

What experiences have helped you develop as a social work student?

"I am able to recognize that in addition to my educational experiences, I have developed as a student of social work through my own life experiences. Every interaction I have with another person is a moment of growth as a social work student."

Why do you think it is important for the "younger generation" to be involved in NASW?

"Being involved with the NASW is a way for the younger generation of social workers to be an advocate for their own profession as it develops and changes. We, of all professions, know the importance of communication and its role in creating social change and therefore should recognize the value of being involved with our profession."

Is social work what you thought it would be when you first discovered it?

"When I first discovered social work I thought that it would be an opportunity for me to make a difference, create social change and be a positive influence on the lives of others. Since then, I have continued to think of social work in these contexts and have found that I am much more passionate about social work than I ever thought possible. At this point in my journey I am very much aware of the considerable effort, dedication and perseverance that social work requires of me."

What do you hope to do when you graduate?

"When I graduate next year with my Masters in Social Work, I hope to use my education to be an advocate for social change. I will continue to challenge myself and explore areas of social work that are in need of research as well as practice on a macro or mezzo level. Some of my areas of interest are indigenous populations, art, spirituality, substance abuse treatment, mindfulness and women's issues."

We have been very impressed with Melissa's energy, creativity, initiative and follow-through. She is an excellent example of student engagement in NASW!



Melissa Meeks is the 2011-2012 First year MSW/University of Utah Representative to the NASW Board of Directors, and the inspiration for the NASW Student Space at the University of Utah.

She is currently running for the statewide MSW position on the board of directors, will serve on the Academic Senate at the University of Utah representing the College of Social Work during the 2012-2013 academic year, and will finish her MSW program in 2013!

Under 30 Spotlight is a new section honoring emerging leaders in social work.

If you would like to nominate and under 30 emerging leader, please call or email NASW staff at 801-583-8855 or naswemail@yahoo.com.

2012-2013 NASW Utah Board of Directors Election Ballot

If you are interested in serving as the Northern Utah Branch Representative, please call us at 801-583-8855!

If you already voted online please disregard this ballot

1. Vote with this form or online using the electronic ballot. Go to our website at www.utnasw.org and click on NASW ELECTIONS.
2. Members eligible to vote must be members in good standing as of May 31st, 2012 or associate members with five or more years of continuous membership.
3. Ballots must be received by June 15th, 2012

**Mail to: NASW Election, c/o NASW, U of U College of Social Work
395 South 1500 East, SLC, UT 84112.**



**Required*

*LAST NAME: _____ *FIRST NAME: _____ *MEMBERSHIP ID #: _____

Vice President

Pat Berckman

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Jenna Christensen

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Cast vote for YOUR branch only

Northern Utah Branch Representative

OPEN

Salt Lake Branch Representative

Jania Somers

Utah County Branch Representative

Statewide BSW Student Representative

Brett Bartruff

Statewide MSW Student Representative

Mike Bartlett

Melissa Meeks

Learn more about the candidates

www.utnasw.org

In this section of the ballot vote for **TWO** candidates.

Nominating Committee

Ellie Goldberg

Kirsten Martin

Natalie Schuman

You can also complete your ballot
online at

www.utnasw.org

We've Been Busy....

The Utah Chapter of NASW is one of the smallest chapters in the country. Despite our small staff we have developed and passed three legislative bills in three years, developed innovative programs and partnerships, increased membership, and increased our chapter's non-dues revenue—even during the economic downturn. Our success is due to a small but dedicated staff and a collaborative and productive board of directors.

Below is a list of some of our notable accomplishments this past year....

- Developed a mentorship program (see page 11 for more information)
- Increased our social media presence
- Became an MSW field placement for the University of Utah
- Developed the Tom Mulder Memorial Fund, aimed at developing LGBT-focused continuing education for social workers—free for NASW members, but open to the public
- Provided two Tom Mulder Memorial lectures; one dinner/lecture in Salt Lake and one lecture/lunch in St. George—free for members
- Partnered with ESI management to host an ethics track at the Generation's Conference. Brought in a national speaker, provided lunch and assembled a local panel, all at a significant discount for members
- Represented social work on the Utah Substance Abuse Advisory Board —assisted in the drafting of HB 496
- Initiated legislation related to the social worker's practice of neuro/biofeedback (HB 294) which was passed and signed into law
- Developed legislation related to accommodation for foreign born test takers on the ASWB exam (HB 100) which was passed and signed into law
- Hosted both fall and spring professional education series
- Hosted both Fall and Spring licensing prep course
- Published and disseminated a social work student-specific newsletter
- Provided outreach to students attending distance MSW and BSW programs statewide
- Presented ten classes/lectures/workshops related to professional social work across Utah
- Created an *NASW Student Space* at the University of Utah
- Founding member of the Utah Coalition of Mental Health Professional Associations (UCAMPA), an interdisciplinary workgroup composed of representatives from psychology, marriage and family therapy, psychiatric nurses, mental health counseling (LPC's) and social work
- Provided free and discounted continuing education to NASW members through our Professional Education Series, *CEU's Near You* branch workshops (in Ogden, Salt Lake, Provo, Cedar city and St. George), and the Tom Mulder Memorial Lecture
- Served on the national NASW School Violence Policy, Juvenile Justice and Rural Social Work Practice Committees
- And of course, we try our best to be a resource to our members by providing support, ethical and licensing consultation, and access to resources and information.
- Media coverage in the NASW National News and the Daily Utah Chronicle!

Thank you for your support of NASW! We can do the work we do because of you.

Upcoming NASW CEU's Near You

Free for NASW Members!

The Utah Chapter is divided geographically into five branches. If you have questions about which branch you belong to, contact our office at (801) 583-8855. Meetings offer free continuing education credits for members, and are held in each branch on a regular basis (except during the summer in some branches).

Northern Branch: Contains everything north of Salt Lake County
No meetings scheduled in the Summer

Salt Lake Branch: Composed of the Salt Lake Valley
VA SLC Health Care System
The Veteran's State Nursing Home
Multipurpose Center
700 Foothill Dr. (just right of building 16)
Salt Lake City, Utah 84113

June 20, 2012

10:00 AM-11:00 AM

Topic: Supporting and Enhancing Compliance with Mental Health Medications

July 18, 2012

10:00 AM-11:00 AM

Topic: Military Sexual Trauma--Evidence Based Treatments

Utah County/Central Utah Branch: Contains the middle section of the state-- Utah County to the north, Vernal to the east, and Richfield to the south
Utah County Courthouse, 3rd Floor Ballroom,
51 S. University Ave. Provo

June 12, 2012

10:00 AM-12:00 PM

Topic: New Research on Trauma and the Brain--Clinical Applications

Cedar City Branch: Beaver area to just below Cedar City
Meetings are held the 3rd Tuesday of each month, 11:30 -1:00

Location: Garden House Restaurant
164 S. 100 W.
Cedar City

St. George Branch: South of Cedar City to St. George
Dixie State State College School of Nursing
Russell Taylor Health Svcs. Bldg
1526 Medical Center Drive, Room 158 St. George

June 6, 2012

11:30 AM-1:00 PM

Topic: Take You From Where You are and Move You Forward

NASW Members can also access
these **FREE** ceu's:

- **3 credit ethics online course**
www.utnasw.org
- **NASW Lunchtime Series**
www.socialworkers.org
- **Tom Mulder Memorial Lecture**
(look for more information on our website coming soon!)

5 Self-Care Tips for Therapists *Julie Hanks, LCSW*



**Private Practice
Toolbox**
with Julie Hanks, MSW, LCSW, BCD

You take good care of you clients but are you taking good care of you? Being a therapist in private practice is incredibly fulfilling and very

emotionally draining. While it's an honor to be trusted with client's deepest fears, pain, and vulnerabilities, it can take an emotional toll.

Therapists seem to be particularly vulnerable to putting our own needs on the back burner to attend to others. It's why we're good at what we do. It's also why prioritizing self-care is crucial to professional and personal success, and to avoiding burnout.

At work and at home (I'm a wife and mother of 4 children) I emotionally and physically nurture others, so I've had to work hard to figure out what I need and how to prioritize self-care. Here are some ways that I've learned to take good care of myself as a private practitioner.

1) Start and end sessions on time

Build in 10-15 minutes in between clients to take a bathroom break, do some deep breathing, have a snack, clear your head, or consult with another therapist. Don't give away your time to clients at your own expense or you'll end up resenting them because your needs aren't being met.

2) Remember to eat and drink

This sounds so basic, but I've had times when hours would go by before I realized that I was parched and famished! I used to book 8-10 clients a day without scheduling a break assuming that someone would cancel or no-show. On the days where no one did I'd work straight through. Exhausted and starving I usually grabbed junk food and a sip of water. I've learned to build in time to eat and drink so I can maintain my energy level.

3) Schedule transition time after work

Take a few minutes to clear your head so you don't bring the emotions of work into your personal time. If you have a commute you may want to listen to relaxing music on your drive home. There was a period of time where I'd work out at the end of my work day to help release the stress of the work day before heading home and that worked well. Take a few minutes to "shift gears" after work.

4) Get consultation and supervision

It's crucial to build in support for your emotional and professional needs in order to prevent burnout. Meet with colleagues to process counter-transference and consult on difficult cases so you don't internalize your client's issues. This is particularly important for solo private practitioners to prevent isolation.

5) Solve recurring complaints quickly

If you have chronic complaints about your practice, act quickly to resolve them. If you hate your office space, start looking for a new one. If you are overwhelmed by paperwork, reports, and managed care authorizations, consider hiring office help. Take *action* when something is bothering you so it doesn't drain your emotional energy.

One of the benefits of being in private practice is that you are in charge of your own schedule. Be sure to build your self-care into your schedule. We are modeling self-care for our clients so let's make sure we're practicing what we preach.



Julie Hanks, LCSW is a Utah social worker and NASW member. She was recently nominated for a 2012 National Association of Social Workers Media Award for best website, and has been featured in many national and local publications and news outlets. Read her national advice columns on **Psych Central's Ask the Therapist**, <http://psychcentral.com/ask-the-therapist/author/julie/> and on her blog, **Private Practice Toolbox** <http://blogs.psychcentral.com/private-practice/>.

Utah NASW MENTORSHIP PROGRAM 2012

Mentor and mentee applications being accepted

FOR AN APPLICATION VISIT www.utnasw.org

Click on the **NASW-UT Mentorship Program** link under **ANNOUNCEMENTS**

What is the NASW Utah mentorship program:

The NASW-UTAH Chapter's Mentor Program is a service available to NASW members who wish to provide support in the development of early career social workers, or receive support from seasoned social workers.

Mentoring can be an experience that enables the mentee to explore areas for professional growth and test out assumptions about new practice areas. Dr. Linda O Phillips Jones offers a dynamic perspective about mentoring: "Mentors are in powerful positions to help their mentees learn. Sometimes mentors teach; most of the time they broker learning and help their mentees absorb what's happening."

You can apply for a mentor or to be a mentor by completing the application and returning to NASW, Utah Chapter. Chapter staff will contact you once a match has been made. It is responsibility of the mentee to initiate contact with his/her mentor.

Mentor: Two or more years post-master's experience

Mentee: Under two years post-master's experience OR new to Utah.

If you have any questions please contact Utah's NASW office at 801-583-8855 or naswemail@yahoo.com.



About the NASW Lunchtime Series

These live monthly hour long teleconferences are exclusively for NASW members. The Lunchtime Series highlights the latest social work issues being addressed by NASW. Besides a live teleconference, members can access the transcripts and audio/pod cast component of the teleconference 24/7 through NASW's Web site. Members may also earn continuing education units (CEUs) upon successful completion of an online test following each teleconference.

Visit www.socialworkers.org for upcoming webinars. Free for NASW members

NASW Members only benefit

Office of Ethics and Professional Review
Washington, DC

1.800.638.8799 x231

Ethical and legal consultation available

NASW members only

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

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NASW Staff and Board of Directors



National Association of Social Workers, Utah Chapter

National Association of Social Workers **Utah Chapter**

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 www.utnasw.org

Membership Matters!

2011-2012 Board of Directors

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