

## **Ethics in Administration**

### **Program Description**

Whether in the public, corporate or nonprofit sector, individuals in administrative and leadership positions face unique challenges as they strive to balance competing demands, values, and constituencies. With such responsibilities also come great powers. It is easy to identify leaders who have used their positions to improve communities and create healthy and effective workplaces. Unfortunately, it is perhaps easier to identify administrators whose decisions were personally ruinous as well as destructive to employees and customers.

This session will examine the competing values that create ethical dilemmas in leadership, describe a process for resolving dilemmas and discuss the resources administrators can draw on for inspiration and action in difficult situations. Participants will have the opportunity to apply these insights to ethical dilemmas drawn from various administrative roles and settings.

### **Learning Objectives**

At the conclusion of the session participants will:

1. Understand ethical dilemmas arising from competing interests;
2. Possess a framework for classifying dilemmas;
3. Understand a six-step strategy for resolving ethical dilemmas;
4. Understand the principles of moral courage and the barriers to acting with courage;
5. Be able to apply these concepts to at least one dilemma arising in leadership or administrative positions;
6. Be knowledgeable about inspirational and educational resources for ethical action by administrators.

### **Target Audience**

Clinicians, case managers, social workers, counselors, psychiatrists, psychologists, educators, advocates, health and human service practitioners

### **Contact Hours**

2.0 – 6.0 hours

### **Program Agenda**

Available upon request.

### **Faculty**

Dr. Kim Strom is the Smith P. Theimann, Jr. Distinguished Professor of Ethics and Professional Practice at the UNC-Chapel Hill School of Social Work. Dr. Strom teaches in the areas of direct practice, education, and human resource management. Her scholarly interests involve ethics, moral courage, and social work education. She is the former chair of the National Association of Social Workers' National Committee on Inquiry and is active in training, consultation and research on ethics and social work practice. She has written over 60 articles, monographs and chapters on ethics and practice. She is the author of *Straight Talk about Professional Ethics* and *The Ethics of Practice with Minors: High Stakes and Hard Choices* and the forthcoming text

*Cultivating Courage*. Dr. Strom-Gottfried is also the co-author of the texts *Best of Boards*, *Direct Social Work Practice* and *Teaching Social Work Values and Ethics: A Curriculum Resource*. Dr. Strom also held an appointment as the UNC Institute for the Arts and Humanities Associate Director for the Academic Leadership Program, which helps prepare and support the next generation of academic leaders. Currently, she serves as Principal Investigator of the UNC School of Social Work behavioral healthcare contract, and has been recently appointed by the chancellor to serve as Director of the UNC - Chapel Hill Office of Ethics Education and Policy Management.