

The Ethics of Internships

Program Description

Student internships blend the worlds of learning and employment. As a result, interns can have rich opportunities for growth and discovery and supervisors can educate and influence the next generation of professionals. On the flip side, however, internships can lead to role confusion, blurred boundaries, mistrust, and divided loyalties.

This workshop is designed for interns, educators, and supervisors. It will familiarize participants with the different dimensions of internships, the five key ethical standards that apply to internships and the strategies to successfully resolve the dilemmas that commonly arise in such settings.

Program Objectives

Upon completion of this program, participants should be able to:

- List six challenges that arise when the roles of learner/teacher, supervisor/supervisee, and mentor/protégé intersect;
- Name five key ethical standards that relate to internships and apply them to at least four case examples;
- Outline and apply strategies for weighing and resolving ethical dilemmas;
- Explain how to use supervisory contracts to reduce complications in internships;
- Discuss the concept of moral courage and its application to internships.

SAMPLE Outline – Half Day/Four Hours

9-9:15	Introduction and overview of content. (didactic)
9:15-9:45	Understanding the challenges and role tensions in internships
9:30-10:30	Review of the standards of ethical supervisory practice in counseling, social work, psychiatry, nursing, and psychology (didactic and discussion) Conflicts of Interest, case discussion Competence, case discussion
10:30-10:45	Break
10:45-12:00	Review of the standards of ethical supervisory practice in counseling, social work, psychiatry, nursing, and psychology (didactic and discussion) Confidentiality, case discussion Supervisory Contracts

Professionalism and Integrity, case discussion
Nondiscrimination, case discussion

12:00-12:30 Understanding ethical dilemmas in internships: Kidder's paradigm
(didactic and facilitated discussion)

12:30-1:00 Moral courage and applications to internship roles
(didactic and facilitated discussion)

1:00-1:15 Q & A, Wrap-up and evaluations

Target audience

Clinicians, social workers, counselors, psychiatrists, psychologists, educators, health and human service practitioners.

Contact Hours

4.0 contact hours

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.