FALL 2020

BLOOM

University of Maryland School of Social Work
Continuing Professional Education

Workshops Including:
Children & Adolescents • Adults, Couples, and Families • Aging
Substance Use Disorders • Ethics • Leadership and Management

All registrations are online at www.ssw.umaryland.edu/cpe

Your best source for Continuing Professional Education
Dear Colleagues,

First, I wish you and your family health and wellness. It is safe to say that 2020 is unlike anything we could have possibly imagined. Nevertheless, as the adage goes, the only thing constant in the world is change. I am certain that, through resiliency, we will come through this and find ways to be better for it. As many of you know, during this time our office transferred all of our workshops to a virtual platform and to a new learning management system. This new system is equipped to not only handle our live, interactive workshops, but it can also handle a-synchronous, at-your-own-pace workshops. Please be on the lookout for those new offerings.

We are also now an approved CE sponsor through the Association of Social Work Boards (ASWB), which allows us to offer CE credits to social workers nationally. We proactively made these upgrades with the forethought that we needed to have a robust online presence, but without knowing that 2020 would cause much of the world to function solely online. We are excited to be in the position to offer our entire fall semester virtually. We invite all of our Alumni and friends across the country to learn with us.

In the theme of change, we welcome our new Dean, Dr. Judy L. Postmus. Dr. Postmus was the Associate Dean for Research and Faculty Development at Rutgers University School of Social Work. She is also a nationally recognized scholar of violence against women and children. Throughout her career, she has demonstrated a commitment to service and inclusiveness, a collaborative management style, and strength in decision-making.

As always, we thank you, our alumni and friends, for your continued support. We are always open to receiving feedback and suggestions. In fact, many of the ideas for our workshops come from our participants and their evaluations.

We look forward to learning with you this semester and always.

Sincerely,

Seanté A. Hatcher, LCSW-C
Assistant Dean
Office of Continuing Professional Education (CPE)
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Register online at: www.ssw.umaryland.edu/cpe

All events are open to students, faculty, social workers, and community members.

Please call for discounts (with valid ID): 25% off for Seniors 65+ • 50% Current Students • 35% Faculty & Staff

Approved for Children Services  ✺ Approved for Adult Services

Approvals: Our workshops are approved by the Maryland Board of Social Work Examiners, Board of Examiners of Psychologists, Board of Professional Counselors and Therapists, Association of Social Work Examiners (ASWB) and the District of Columbia Board of Social Work. All other mental health providers located outside of the jurisdictions listed above should check with their regulating body before registering for a workshop.
What jurisdictions accept the Association of Social Work Boards (ASWB) Approved Continuing Education (ACE) CE credits?

Not accepted in: New York and New Jersey

*While most social work licensing boards accept the CE credit from courses offering ACE credit as valid towards meeting the licensee's CE requirements towards relicensure, licensees are responsible for determining whether specific courses meet their jurisdiction's requirements. State and provincial regulatory boards have the final authority to determine whether an individual course may be accepted for continuing education credit.
Specials

Daniel Thursz Social Justice Lecture

Election Tuesday Series
The Role of Social Work Before, During, and After

Lecture: Free
CEs: 4.5; $20 per session; $50 for all three sessions

All events are open to student, faculty, social workers, and community members.

Elections are part of our larger national and local dialogue about the meaning of inclusion and exclusion in shaping our identity and values. This series of three events will explore if, how, and why elections matter. If they matter- to what purpose? How can elections be used to effect change? What are some of the differences between working at the local, state, and national levels? What are the forces that impact our ability to participate in elections as voters, candidates, and social workers who seek to shape our society?

September 15, 2020 from 5:00 PM – 6:30 PM
The first event will focus on voter registration, education, and turnout and will feature local community organizations to engaged in such efforts. Attendees will gain concrete guidance on how individuals and agencies can register and mobilize potential voters. In addition, we will focus on the threats we currently are experiencing in the form of calculated voter suppression strategies and what we can do about that. We will be joined by Baltimore Votes and No Boundaries Coalition.

November 10, 2020 from 5:00 PM – 6:30 PM
This event will be a forum for brainstorming how we respond as individuals, a school, and a community, given the outcome of the election at the local, state, and national level. This event is designed as an interactive panel discussion. We will be joined by the Leaders of a Beautiful Struggle, Job Opportunities Task Force and Baltimore Public Justice Center.

December 1, 2020 from 5:00 PM – 6:30 PM
Lecturer: Megan Ming Francis, MA, PhD, University of Washington and Harvard Kennedy School Carr Center of Human Rights.
This event will feature a political analysis of the election and its outcome. Dr. Francis will provide us with a broader conceptual picture of the elections in a lecture format with an extended question and answer format.

This series is sponsored by the Social Work Community Outreach Service (SWCOS), Thursz Social Justice Lecture Series, Macro Curriculum Committee, Policy Sequence, the Community Action, and Social Policy Specialization, and the Office of Continued Education.
Talking to Children and Families about Race: Strategies for Therapists and Clinicians

**Date:** Friday, September 25, 2020  
**Time:** 9:00 a.m. – 12:15 p.m.  
Live Interactive Webinar; $65; **CEs:** 3  
**Brigitte Vittrup, PhD**

All events are open to student, faculty, social workers, and community members.

This webinar covers information about children’s race awareness and racial attitudes and how parents and other adults socialize children regarding race. Specific focus will be on how to talk to children and families about race, and strategies for therapists and clinicians working with diverse clients will be presented. Dr. Vittrup will draw on social science research, including her own, and offer concrete examples of various scenarios with suggestions for how to address them.

How to Assist Parents in Raising Free People  
4 Strategies for Applying Decolonization and Deschooling to The Ways We Raise and Relate to Children

**Date:** Friday, September 25, 2020  
**Time:** 1:15 p.m. – 4:30 p.m.  
Live Interactive Webinar; $65; **CEs:** 3  
**Akilah S. Richards**

All events are open to student, faculty, social workers, and community members.

This workshop and this practice help adults focus on transitioning from master to partner; embrace collaboration instead of coercion; be willing to listen; and embody compassion as we raise and support confident, happy, community-minded, fully-equipped, liberated people. During this session, we will challenge the things we held in our minds as true and begin to unpack the reality of our participating in the oppression of people through parenting, caregiving, and overall relationships with children. This workshop is to help providers support parents in understanding and conveying more emotionally healthy ways to support their children.
Introduction to Internal Family Systems (IFS) Therapy
A Clinical Model for the Treatment of Individuals

Date: Friday, October 16, 2020
Time: 9:00 a.m. – 12:15 p.m.
Live Interactive Webinar; $65; CEs: 3
Dana Rosenstein, LCSW-C, and Julie Warren, LCSW-C

All events are open to student, faculty, social workers, and community members.

The Internal Family Systems model is an evidenced-based method of treatment that offers healing and transformation by restoring balance to our internal system and allowing the Self, our true nature, to lead. In this workshop, participants will gain an understanding of the Internal Family Systems model through didactic education, interactive discussions, internally-focused exercises, and interactive practice.

Utilizing Technology with Couples, Families, and Groups

Date: Wednesday, September 30, 2020
Time: 1:15 p.m. – 4:30 p.m.
Live Interactive Webinar; $65; CEs: 3
Melissa Douglass, LCSW, BC-TMH

All events are open to student, faculty, social workers, and community members.

Many of the published resources around tele-mental health focus largely on providing care to individuals. For many that serve couples, families, and groups, there is a collective realization of the difference in needs, assessment, communication, and engagement when providing support to more than one person simultaneously from a distance. Through live instruction, polling, and a Q&A, we’ll compare HIPAA secure platform features that allow for multi-point connection, review of key terminology, explore single-point versus multi-point advantages and challenges, engagement techniques, insurance adjustments, ethical concerns, and online group guidelines when serving multiple participants.
Financial Social Work (FSW) Certificate Program

The University of Maryland School of Social Work’s Financial Social Work Initiative (FSWI) will be rolling out its national (even international), online version of its very own Financial Social Work (FSW) Certificate Program in Spring 2021! Like the in-person model that we have conducted over the past two years, it will meet an identified need for greater financial capability and empowerment knowledge on the part of social workers and helping professionals of all disciplines who practice in non-profit and other social service agencies, as well as in schools, medical settings, justice and court settings, and beyond. Stay tuned in Fall 2020 for more info and applications at www.ssw.umaryland.edu/cpe and www.ssw.umaryland.edu/fs.

3000 Introduction to Financial Stability for Adults: This workshop will provide a framework for practitioners to examine the role of social workers in advancing the economic stability of individuals, families, and communities. Participants will gain a foundation in the language, theories, practice techniques, tools, and resources available to help clients build financial stability in today’s context of economic inequality and social policy landscape. Through a series of exercises and discussions, practitioners will learn how values, habits, and beliefs about money affect financial behaviors and impact client well-being. Participants will learn how to apply social work skills in order to identify and discuss financial issues with clients. Completing this workshop is strongly encouraged before registering for other more specialized courses in financial social work. Thursday, September 10, 2020; 1:15 p.m. – 4:30 p.m.; Live Interactive Webinar; $65; CEs: 3; Instructor: Sara Johnson, MSW

3001 The Your Money, Your Goals Financial Empowerment Toolkit: Viewing Financial Empowerment in Difficult Times through a Social Work Lens: This course explores the Consumer Financial Protection Bureau’s (CFPB) Financial Empowerment Toolkit and how social workers and other helping professionals can utilize vital tools and build their skills to address financial distress in their clients and communities. Financial Social Work is an important, emerging area of social work practice, and it is more important than ever for social workers and others to be competent and effective as they work with individuals, families, and communities in profound need. Friday, October 2, 2020; 9:00 a.m. – 12:15 p.m.; Live Interactive Webinar; $65; CEs: 3; Instructors: Christine Callahan, PhD, LCSW-C, and Vanessa Bright, MBA, AFC

3002 The Interactions of Financial and Behavioral Health: Consideration for Clinical Practitioners: Financial well-being and behavioral health can have profound interactions with each other, yet the financial domain is rarely addressed in clinical practice. Attendees will learn the importance of integrating financial well-being considerations in
clinical practice; explore the interactions between financial and behavioral health (as pertaining to stress, anxiety, depressive disorders, and associated substance/medication-induced symptoms); and then practice ways to engage, assess, and intervene in cases impacted by financial concerns. The session will conclude by highlighting emerging issues of which attendees should be aware. A practitioner’s toolbox of resources, referral options, assessment measures, and other materials will be provided. **Friday, October 16, 2020; 1:15 p.m. – 4:30 p.m.; Live Interactive Webinar; $65; CEs: 3; Instructor: Jeffrey Anvari-Clark, MA, MSW**

### 100 CHILDREN AND ADOLESCENTS

#### 100 Play Therapy Plain and Simple: Directive and Non-Directive Play Therapy Techniques:

The demand for training and play therapy services as a therapeutic modality has recently surged. But what exactly is play therapy and how does it work to bring about healing to children and families? How can playing with toys help children heal from some of the deepest traumatic wounds? Why has play therapy been what appears to be “the best kept secret” for so many years? Attend this introductory, information-rich workshop and learn the responses to these questions. Moreover, learn the differences between directive and non-directive play therapy, as well as at least four interventions that can be used immediately. If you are serious about enriching your toolbox with evidence-based therapy, this training is a must! **Wednesday, September 9, 2020; 9:00 a.m. – 12:15 p.m.; Live Interactive Webinar; $65; CEs: 3; Instructor: Sonia Hinds, APRN, PMH-BC, RPT-S**

#### 101 It’s Not Taken: Realities of Domestic Minor Human Trafficking:

When most people hear “human trafficking,” they think of the movie, *Taken*, or about foreign nationals smuggled into the US. However, multiple cases of domestic human trafficking have been reported in all 50 states. There are numerous risk factors, which include any set of experiences that may lead to increased emotional or physical vulnerability. These experiences include a history of neglect or abuse, low self-esteem, poverty, and foster care placement. This workshop will explore the latest data on the overlap between child welfare and sex trafficking and will discuss the training needs of child welfare workers to equip themselves with the skills and knowledge necessary to serve this vulnerable population. **Wednesday, September 30, 2020 and Thursday, October 1, 2020; 9:00 a.m. – 12:15 p.m.; Live Interactive Webinar; $125; CEs: 6; Instructor: Nadine Finigan-Carr, PhD**

#### 102 Youth with Incarcerated Parents:

According to the current U.S. Census Bureau statistics, the United States has less than 5% of the world’s population, yet it has 23% of the world’s prison population. A collateral consequence of this imprisonment trend is the amount of youth with a history or current pattern of parental incarceration. These children face an array of challenges and need comprehensive client and culturally-sensitive support. An emphasis will be placed on risk and protective factors, trauma
of incarceration, racial differences, post-traumatic stress disorder, and post-traumatic growth. Thursday, October 8, 2020; 1:15 p.m. – 4:30 p.m.; Live Interactive Webinar; $65; CEs: 3; Instructor: Veronica Cruz, LCSW-C

103 Who Let the ANTs Out?: Cognitive Behavior Therapy and Play Therapy Techniques for Anxiety in Children: Social anxiety in children is among the four most common forms of anxiety. Given the challenges with the pandemic and social distancing, the number of individuals with social anxiety is expected to increase significantly. The demand for strategies to provide quality treatment is on the rise. This training will provide creative and innovative ways to engage clients in the therapeutic process, including the use of teleplay. Thursday, October 22, 2020; Live Interactive Webinar; 9:00 a.m. – 12:15 p.m.; $65; CEs: 3; Instructor: Sonia Hinds, APRN, PMH-BC, RPT-S

104 Juvenile Justice-Involved Youth: This workshop will discuss the myriad of psychological, psychosocial, developmental, and legal issues encountered by juvenile justice-involved youth. The various levels of juvenile justice involvement will be explored from most restrictive to less restrictive measurements. In addition, current Maryland and national state laws as they apply to prosecuting juveniles in the adult system will be examined. An emphasis will be placed on adolescent criminal pathology, risk and protective factors, and building resiliency. Thursday, December 10, 2020; 1:15 p.m. – 4:30 p.m.; Live Interactive Webinar; $65; CEs: 3; Instructor: Veronica Cruz, LCSW-C

200 ADULTS, COUPLES, AND FAMILIES

200 Infidelity and Affairs: Helping Couples Heal their Broken Hearts: The disclosure of an affair is among the most devastating and painful experiences that couples face. It is also one of the most challenging and complicated problems encountered in therapy. This workshop will examine various forms of infidelity, the impact of its discovery on each spouse and the marriage, and issues of recovery and treatment. Some of the challenges encountered in treatment include how much information about the affair should be disclosed; how to help with shattered trust, hypervigilance, and anxiety; and how to build empathy between the partners. Some important insights that have been gained in understanding and treating infidelity and affairs will be reviewed. In addition, a framework for the treatment of infidelity rooted in Relationship Enhancement Therapy will be presented. Wednesday, September 2, 2020; 9:00 a.m. – 12:15 p.m.; Live Interactive Webinar; $65; CEs: 3; Instructor: Robert Scuka, PhD, LCSW-C

201 LGBT, LGBTQ12S, Transgender, Nonbinary, Pansexual, or….: How to Create Welcoming Environments and Services for People with Minority SOCIEs (Sexual Orientations, Gender Identifies, and Expressions): Inclusion is key for any health care agency. However, some service providers struggle with implementing policies and procedures that support the engagement and retention of LGBT clients and
their families. Providers fear asking questions about sexual health behaviors, fear insulting clients by asking their gender, and overall feel unprepared for offering resources/referrals to LGBT clients. However, these fears don’t just affect the provider or agency: They impact the quality of services that LGBT people receive and foster health disparities. This workshop will offer an overview of LGBT terminology, healthcare disparities, how agencies and providers can create supportive polices and welcoming procedures for LGBT clients. **Thursday, September 24, 2020; 9:00 a.m. – 1:15 p.m.; Live Interactive Webinar; $85; CEs: 4; Instructor: Whitney Burton, MSW, MPH, CPH**

202 The Basics of Sex Therapy for the Non-Sex Therapist: Helping Clients with their Sexual Issues in Individual and Couples Therapy: Most clients will struggle with some aspect of their sex life, whether it is issues with sexual desire, sexual anxiety or aversion, sexual frustration, problems with arousal and orgasm, differences in desire between partners, or painful sex. However, many clients go no further than their individual or couples therapist to work on their sexual concerns. This seminar introduces individual and couples therapists to the basics of helping their clients with their sexual concerns. This training will give you the basic anatomy, physiology, and practices of sex therapy to have enough competence and confidence to both talk to and help many of your clients in your practice. **Wednesday, October 14, 2020; 9:00 a.m. – 12:15 p.m.; Live Interactive Webinar; $65; CEs: 3; Instructor: Rivka Sidorsky, LCSW-C, AASECT Certified Sex Therapist**

203 Relationship Enhancement (RE) Therapy for Couples and Families: RE Therapy combines a psychoeducational skills-training approach with deep emotional processing designed to transform couples’ and families’ negative patterns of interaction into positive, nurturing ones, so as to facilitate deepened emotional connection and healing in ruptured relationships. The core RE skills focus on how to manage conflict effectively and how to dialogue in order to uncover clients’ most vital feelings, concerns, and desires. This in turn empowers even the most distressed couples and families to resolve current and future problems on their own. An additional strength of RE Therapy is that it equalizes power within relationships, both between genders and across generations. RE Therapy is supported by 40 years of research that validates its clinical effectiveness. This introductory workshop will briefly introduce the theory and practice of RE therapy. More importantly, the focus will be on the core RE skill of deep empathy, including how to understand it, how to teach it to couples, and how to employ the special Identification Mode of verbal empathy. **Wednesday, October 21, 2020; 9:00 a.m. – 12:15 p.m.; Live Interactive Webinar; $65; CEs: 3; Instructor: Robert Scuka, PhD, LCSW-C**

204 Living and Working with a Chronic Condition: A Review of How Treatment Fatigue Can Impact Our Clients’ Outcomes: Almost 50% of Americans are living with at least one chronic condition.
For some, these conditions are manageable and have little impact on their daily lives. However, most Americans report a change in their daily lives because of their symptoms, lost productivity, and lost social opportunities as they engage in care systems. Over time people may experience treatment fatigue, which can lead to a disengagement from the health care system. This workshop will review the causes of treatment fatigues and methods to assist patients experiencing it. This workshop will also focus on creating environments that support staff in our workplaces living with chronic conditions as well. **Wednesday, October 28, 2020; 9:00 a.m. – 12:15 p.m.; Live Interactive Webinar; $65; CEs: 3; Instructor: Whitney Burton, MSW, MPH, CPH**

**205 Intimate Partner Violence in the Workplace:** Intimate Partner Violence doesn’t stay at home. Nearly a third of women killed in U.S. workplaces were killed by a current or former intimate partner. While women are disproportionately affected by domestic violence, men and people of all backgrounds have been also victims. What is the role of managers in relation to victims as well as the safety of everyone at the workplace? How do we create an organizational culture that supports victims and promotes a safe workplace for all? **Thursday, November 5, 2020; 9:00 a.m. – 1:15 p.m.; Live Interactive Webinar; $85; CEs: 4; Instructor: Marsha Stein, LCSW-C**

**206 Understanding and Preventing Sexual Violence among Communities of Color:** According to the Institute for Women’s Policy, women of color experience higher rates of sexual assault, intimate partner violence, and homicide than White women. Sexual assault is about manipulation and methodology, and incidents are often upheld by cultural and systemic infrastructures. This workshop will explore and identify risk and protective factors for sexual violence. The culture of silence will be discussed in order to fully understand how breaking the silence of sexual violence can help prevent sexual abuse. Participants will discuss the various forms of sexual trauma and the psychosocial and collateral factors related to sexual violence. This is an interactive workshop where case vignettes will be presented and discussed. **Thursday, November 5, 2020; 1:15 p.m. – 4:30 p.m.; Live Interactive Webinar; $65; CEs: 3; Instructor: Veronica Cruz, LCSW-C**

**207 Play Therapy: Is It Really Just for Children?** Participants will learn some strategies for incorporating play therapy into sessions with adults. Some topics will include play therapy with families, play therapy with couples, and using play therapy in groups. **Thursday, November 12, 2020; 9:00 a.m. – 12:15 p.m.; Live Interactive Webinar; $65; CEs: 3; Instructor: Mimi Ryans, LICSW, LCSW-C, RPT-S**
**300 AGING**

**300 Understanding Different Types of Dementia: Types, Causes, & Treatments:** Alzheimer’s disease is the most well-known type of dementia, but there are many others that impact both older and younger adults. What can be done to identify a diagnosis and treat dementia? How can we help families through these devastating diagnoses? Join us for this informative and interactive program to further your understanding of the types, treatments, and causes of dementia. **Thursday, September 3, 2020; 9:00 a.m. – 12:15 p.m.; Live Interactive Webinar; $65; CEs: 3; Instructor: Stephanie Goldstein, LBSW**

**301 Shhh… It’s a Secret: Substance Abuse and the Older Adult:** Substance abuse in older adults is a hidden epidemic in the United States. Many factors come into play to render them at risk. Participants will learn how to identify at-risk older adults and what treatment protocols exist to help them. **Thursday, October 15, 2020; 9:00 a.m. – 12:15 p.m.; Live Interactive Webinar; $65; CEs: 3; Instructors: Joanna Frankel, LCSW-C**

**302 Sex and the Seniors: The Health Professional’s Role:** Contrary to popular belief, older adults are still able to engage in sexual activity if they desire. Although uncomfortable to most, this is a very important topic that needs to be addressed with health care professionals and their clients. Oftentimes health care professionals forget that seniors are adults and have the right to engage in sexual activity. However, there are many things to consider, such as cognition, and ethical discussions that need to be conducted. This interactive program will offer insight into what seniors are looking for in later years and how to go about approaching and assessing seniors on the subject of sex and intimacy. **Friday, October 23, 2020; 9:00 a.m. – 12:15 p.m.; Live Interactive Webinar; $65; CEs: 3; Instructor: Joanna Frankel, LCSW-C**

**400 SUBSTANCE USE DISORDERS**

**400 Attention-Deficit/Hyperactivity Disorder (ADHD) in Substance Use Disorders:** With all of the rumors, legends, myths and misinformation that exist about attention-deficit/hyperactivity disorder (ADHD), it can be difficult to know what is fact and what is fiction. Is there a relationship between ADHD and substance abuse? If so, why does this correlation exist? Finally, what can be done to prevent substance abuse and treat the symptoms if they have already begun? ADHD has historically been a diagnosis shrouded with judgment and a devaluing of its existence. However, with current evidence, it seems clear that people with ADHD are more likely than the general population to have higher rates of substance abuse that begin at earlier ages. This training will discuss what ADHD is and the neurobiology and etiology that increases the likelihood of someone being diagnosed with ADHD. The training will explore the symptoms and strengths of ADHD and tie in how SUD is linked to this diagnosis. And
finally, effective treatment options will be identified to help stop the trend of people with ADHD being at higher risk for substance abuse, including working to know the facts, the use of medication, and understanding the triggers. **Wednesday, September 23, 2020; 1:15 p.m. - 4:30 p.m.; Live Interactive Webinar; $65; CEs: 3; Instructor: Patricia T Caldwell, MFT, LPC, CCDPD, CCTP, CAADC**

### 500 ETHICS

#### 500 Narrative and Situation-Based Ethics in Social Work Practice: Tuning into Our Clients’ Stories and Situations:
Professional ethics courses often teach us to analyze and apply facts, rules, standards, and principles. People’s lives tend to be much more complex than these deductive approaches suggest, however. The first half of this workshop will introduce you to narrative ethics, an approach to managing ethical issues by engaging clients and colleagues in richer, more meaningful discussions of issues pertaining to professional boundaries, conflicts of interest, cross-cultural conflicts, intimate partner abuse, confidentiality, and other ethical issues. For the second half of this workshop, the presenter will demonstrate a situation-based approach to managing ethical issues by discussing practice situations submitted by registered participants in advance of the workshop. **Friday, September 4, 2020; 1:15 p.m. – 4:30 p.m.; Live Interactive Workshop; $65; CEs: 3; Instructor: Allan Barsky, JD, MSW, PhD**

#### 501 What You Don’t Know CAN Hurt You: Links Between Law, Ethics, Risk Management and Social Work Practice:
To fully navigate and understand the ‘person in the environment,’ it is necessary for social workers to be aware of the various laws and regulations that impact clinical and macro practice. This workshop will explore the context and various kinds of requirements social workers are obligated to follow. The workshop will include opportunities to enhance skills for locating and understanding laws and regulations relevant to social work practice. Risk Management Strategies will also be explored, and a Policy Guide will be provided. **Friday, September 18, 2020; 9:00 a.m. – 12:15 p.m.; Live Interactive Webinar, $65; CEs: 3; Instructor: Gisele Ferretto, LCSW-C**

#### 502 Yours, Mine and Ours: Comparing Diverse Ethics from Different Health Care Disciplines:
All licensed health professionals are required to follow rules and regulations more commonly known as professional ethics. Often these rules overlap, but what do you do when your code of ethics conflicts with another discipline’s obligations? How do you determine what is best for the patient? How does a multidisciplinary team stay intact when ethical conflicts arise? Join us for this lively discussion on how to better understand and empathize with the values of your coworkers. **Friday, October 9, 2020; 9:00 a.m. – 12:15 p.m.; Live Interactive Webinar; $65; CEs: 3; Joanna Frankel, LCSW-C**

#### 503 Dual Relationship: Balancing Ethical Responsibilities:
This workshop will explore the importance of understanding and balancing ethical responsibilities. An emphasis will be placed on exploring dual relationships
and boundary issues to enhance and improve ethical responsibilities and reduce ethical violations. This workshop will discuss common practice areas that raise ethical dilemmas and explore the Code of Ethics and propose various ethical decision-making models that can be utilized to resolve these ethical conflicts. Issues explored will be: Code of Ethics, understanding direct service situations, exploring professional relationships and limitations, ethical framework models, and best practice techniques. This is an interactive workshop where case vignettes will be presented to further maximize their understanding of the concepts presented. Friday, October 30, 2020; 1:15 p.m. - 4:30 p.m.; Live Interactive Workshop; $65; CEs: 3; Instructor: Veronica Cruz, LCSW-C

504 Ethical Considerations of Virtual Safety Planning: A top fear amongst online providers has been how to effectively support clients who have suicidal thoughts through a screen. With full awareness of limitations in intervention and practice liability, this fear has contributed to negative perceptions toward telehealth amongst service providers while supporting an unofficial best practice to not treat suicidal clients online. However as of 2015, suicide was the 10th leading cause of death in the U.S. overall, and telehealth provides a key opportunity to increase access to qualified service providers to individuals in their natural environments as a prevention measure. In this live webinar we will review perceived risks associated with using telehealth including assessment, a lack of control over patient, and difficulties triaging patients if a higher level care is needed. In smaller breakout sessions we will also explore the effectiveness and role of safety contracts in conjunction with compassionate and open communication as providers gain new insight into virtual safety planning. Thursday, November 12, 2020; Live Interactive Webinar; $65; 1:15 p.m. – 4:30 p.m.; Instructor: Melissa Douglass, LCSW, BC-TMH

505 Ethical Dilemmas for Social Workers Providing Clinical Services: This workshop focuses on the development of strategies for addressing ethical decisions that social workers face in their practice with clients. The workshop is designed to identify areas where theory and practice challenge ethical decision-making. Friday, November 13, 2020; 9:00 a.m. – 12:15 p.m.; Live Interactive Webinar; $65; CEs: 3; Instructors: Kia S. Morris, LCSW-C, and Colette Walker Thomas, LCSW-C

506 Ethical Consideration and Strategies for Addressing the Issues of Confidentiality in Social Work Practice: This workshop focuses on strategies for identifying and addressing common, yet complex ethical issues concerning confidentiality that social workers face in their practice. To provide services, it is often necessary to share and obtain information from community partners serving individuals, and yet confidentiality practices are confusing and complicated. Content will include: An overview of the Maryland Statute and Regulations which govern confidentiality of health records, mental health records, substance abuse records, social service records, education records, the requirements for
release of information, child maltreatment or imminent harm information, privileged communication, and clinician’s personal notes. The presenter served on the National NASW committee to revise the NASW Confidentiality and Information Utilization Issue Statement and will include an overview of these national standards. In addition, risk management strategies will be identified. 

**Friday, December 4, 2020; 9:00 a.m. - 12:15 p.m.; Live Interactive Webinar; $65; CEs: 3; Instructor: Gisele Ferretto, LCSW-C**

### 600 Using Emotional Granularity to Solve Workplace Challenges:

Did you know that if we don’t have a word for an emotion, we can’t truly experience that emotion? Emotional granularity is an aspect of emotional intelligence that refers to the ability to highly specify the emotion you are feeling. Are you angry, or are you feeling betrayed, indignant, or outraged? Are you happy, or are you feeling accepted, powerful, or proud? In this workshop, we will learn the about the latest research on how emotions are made, including the difference between affect and emotion and how you can use emotions to find the best solution to your workplace challenges. Applicable to both our professional and personal lives, emotional granularity is a skill that will enhance your emotional intelligence and harness the power of your emotions to affect positive change in your workplace. 

**Friday, September 11, 2020; 9:00 a.m. – 12:15 p.m.; Live Interactive Webinar; $65; CEs: 3; Instructor: Colby Peters, PhD, LCSW-C**

### 601 Negotiation and Conflict Resolution:

This course will introduce the topic of negotiation as a fundamental tool to achieve one’s goals within a multi-cultural context. Research shows that 80% of executives leave value on the negotiation table. The course offers to develop negotiation skills beyond the traditional tactical approach. Negotiation is a fundamental skill for any person who wishes to succeed at every level. In the globalized and interconnected society of today, we need to strive to build societies where we build successful personal and business relationships and where we strengthen the threads of our social fabric. We need to be competitive, but we also need to develop trust and goodwill. Preparing for negotiations begins long before we meet our counterparts and it requires strategies that go beyond an effective interaction. This course looks at negotiation from three different perspectives: Context (Strategic Arena), The Value Offer (Creative Arena), and The Negotiation Table (Tactical Arena). Using Harvard Case Simulation methodology, students will have an opportunity to develop, hone, and evaluate their skills. 

**Thursday, September 24, 2020, 1:15 p.m. - 4:30 p.m., and Friday, September 25, 2020, 9:00 a.m. - 12:15 p.m.; Live Interactive Webinars; $125; CEs: 6; Instructor: Carol Gizell Velandia Pardo, LMSW, PMP, MBA**

### Module 1

Definition of conflict and distributive negotiation; what to do before negotiation; slicing the pie; role simulation; Appleton and Baker; distributive
bargaining, exploring cognitive biases; framing effectively; the effect of anchors; what is the main source of power in negotiation and how we can increase it; and best practices to claim value.

Module 2
Integrative Negotiation (win-win) Case; Simulation #2: Integrative (case TBD); the negotiation process; concentrate on the process not on the outcome; strengthening Relationships; information gathering: What information to share, what information not to share; and best practices to create value.

602 Understanding Your Leadership Style and Building Your Potential to Lead: This three-part module will orient participants to leadership frameworks, practices, and competencies that span the fields of business, non-profit management, and community practice. Using nationally recognized assessment tools and problem-based learning exercises, participants will emerge with a clearer understanding of their personal leadership style, assets, and blind spots, and expand their potential to effectively build, manage, and lead teams. Wednesday-Friday, October 21-23, 2020; 12:15 p.m. – 4:30 p.m.; Live Interactive Webinars; $250; CEs: 12; Instructor: S. Colby Peters, PhD, LCSW-C

Module 1
In the first of this three-part series, participants will explore current leadership theories and how they can be applied in practice. With instructor guidance, participants will start developing a case study that examines a current or recent leadership challenge in their organization. Finally, participants will learn the fundamentals of effective teaming and explore practice applications.

Module 2
In the second part of this three-part series, participants will complete their case study write-up in preparation for group analysis. They will then complete the Intrinsx online leadership assessment and explore the results. Participants will learn about Bolman & Deal’s Four Frames model and complete their individual Frames assessment. Participants will be introduced to the Human Systems Leadership Principles, a multi-level leadership model, as well as complete an assessment on leadership in their organization. Finally, participants will learn about systems leadership and its applications.

Module 3
In the third part of this three-part series, participants will learn how to map their organizational systems using the Circles of Influence Method. Using what they have learned about leadership theory, teaming, their individual leadership strengths, and systems leadership, participants will analyze their case studies in groups. Finally, participants will create their own individual leadership definition and development plan.
603 Budgeting for Human Service Organizations: This workshop will provide an overview of financial management designed specifically for non-accounting professionals. Participants will be oriented in strategies used in budget preparation, implementation, and control. Organizational financial statements and financial analysis will be covered. The role of the “corporate” financial decision-maker as well as the “individual” financial decision-maker will be examined. **Wednesday–Thursday, October 28–29, 2020; 1:15 p.m. – 4:30 p.m.; Live Interactive Webinars; $125; CEs: 6; Instructor: Steven Lewis, MSW, MBA**

**Module 1** This half-day module will provide an overview of financial management designed specifically for non-accounting professionals. Organizational financial statements and financial analysis will be covered.

**Module 2** Participants will be oriented to strategies used in budget preparation. Budget implementation and control will be presented. The role of the “corporate” financial decision-maker as well as the “individual” financial decision-maker will be examined.

604 Fundraising for Nonprofits: This workshop will instruct participants on how to build strategies that drive effective engagement, enhance volunteer participation, and develop support for their organizations. Participants will create engagement strategies for their non-profit organization’s specific needs. Exploring various funding options, participants will be able to define new sources of funding for their organization’s unique requirements. Participants will also learn techniques to secure private gifts and outline relationships that support their fundraising priorities. **Wednesday–Thursday, November 18–19, 2020; 9:00 a.m. – 12:15 p.m.; $125; CEs: 6; Live Interactive Workshops; Instructor: Dave Flinchbaugh**

**Module 1** This half-day module will instruct participants in how to build strategies that drive effective engagement, enhance volunteer participation, and develop financial support for their organizations. Participants will create engagement strategies for their non-profit organization’s specific needs.

**Module 2** This half day module will explore various funding options. Participants will be able to define new sources of funding for their organization’s unique requirements, learn techniques to secure private gifts, and outline relationships that support their fundraising priorities.

605 Understanding and Applying Coaching to Leadership Situations: A two-part workshop that will explore the strategies and tactics of coaching in the leadership context. Using nationally recognized coaching frameworks, participants will discuss the situations and contexts in which coaching is appropriate and explore tactics for preparing, designing and deploying coaching techniques with individuals and teams. **Wednesday–Thursday, December 2–3, 2020; 9:00 a.m. – 12:15 p.m.; Live Interactive Webinars; $125; CEs: 6; Instructor: Jonalyn Denlinger, MSW**
Module 1  This first day of a two part workshop explores the strategies and tactics of coaching in the leadership context. Using nationally recognized coaching frameworks, participants will discuss the situations and contexts in which coaching is appropriate and explore tactics for preparing, designing and deploying coaching techniques with individuals and teams.

Module 2  This second day of a two part workshop explores the strategies and tactics of coaching in the leadership context. Using nationally recognized coaching frameworks, participants will discuss the situations and contexts in which coaching is appropriate and explore tactics for preparing, designing, and deploying coaching techniques with individuals and teams.

700 PROFESSIONAL DEVELOPMENT

700 Collaborative IQ: Collaborative IQ is more critical in today’s workplace than ever before. How do you raise the collaborative IQ of your team and enable smart people to be smarter, together? A group of high performing individuals in and of itself does not constitute a successful team. This training will give specific and concrete tools that can easily be used with teams. Wednesday, September 16, 2020; 9:00 a.m. - 12:15 p.m.; Live Interactive Webinar; $65; CEs: 3; Instructor: Marsha Stein, LCSW-C

701 Beyond Acknowledging Diversity: Moving Towards Inclusion and Allyship: It is time to move beyond simply acknowledging diversity in our organizations. We must move to creating a more inclusive organizational climate for our organizations. This work is done through allyship and action. In this course, you will assess your organization's diversity and inclusion culture and develop an action plan to build a more inclusive organization. Thursday, October 29, 2020; 9:00 a.m. – 12:15 p.m.; Live Interactive Webinar; $65; CEs: 3; Instructor: Nicole Palmore, MSW

1000 LICENSURE PREP COURSE

1000 Licensure Prep  This two-day intensive, comprehensive review program prepares MSW graduates to pass the Master’s and the Clinical level state licensing exams. The class will cover all of the information that students can expect to encounter on the ASWB licensing exam. A thorough review of the test content will be provided. Topics include, but are not limited to:

- Social work assessment & clinical diagnosis
- Social work intervention strategies
- Human growth, behavior, and developmental theories
- Counseling theories
- Social work values and ethics
- Substance use disorders
- Domestic violence and family dynamics
- Child welfare and gerontology
- Research and supervision
The program also incorporates a review of test-taking strategies using sample multiple-choice questions that are similar to those found on the licensing exam. Participants will review Volumes I and II of the Comprehensive Study Guide and Practice Questions from Social Work Examination Services (SWES). Social Workers who use SWES materials pass the licensing examination in high numbers (92%) and with high scores (84%). Exam scores exceeding 90% are not uncommon.

**1000 - Thursday-Saturday, September 17–19, 2020; 9:00 a.m. – 1:45 p.m.; Live Interactive Webinars; $250; CEs: 12; Instructor: Corey Beauford, LCSW-C, LISW**

**1001 - Wednesday-Friday, December 9–11, 2020, 9:00 a.m. – 1:45 p.m.; Live Interactive Webinars; $250; CEs: 12; Instructor: Corey Beauford, LCSW-C, LISW**

### 2000 SUPERVISION

New Maryland BSWE Regulations [10.42.06.03] require that “Board-approved supervisors complete a minimum of 3 of the required continuing education units in a content area focusing on supervision.”

**2000 Clinical Supervision: Strategies to Influence Best Practice:** Supervisors have an essential role in teaching social workers professional strategies for addressing clinical issues in their practice. The purpose of this workshop is to enhance supervisory skills to help social workers develop critical thinking, professional identify, and practice best practices. This workshop includes practice activities to apply the content covered and examples of strategies for enhanced supervision. This three-hour workshop will satisfy the three Supervision CE BSWE requirements. *Friday, September 4, 2020; 9:00 a.m. – 12:15 p.m.; Live Interactive Webinar; $65; CEs: 3; Instructor: Gisele Ferretto, LCSW-C***

**2001 Creative Approaches to Supervision, Both Individual and Group:** A social worker who assumes the role of supervisor has specific obligations. A supervisor is responsible for the quality of work that is performed by the supervisee, they must be competent in the areas they provide supervision, and they are responsible to assist the supervisee in gaining the knowledge and skills necessary to work effectively with their clients. That doesn’t stop the supervisor from using creative approaches during both individualized and group supervision. Participants will learn ways to keep supervision interesting while still instilling the knowledge necessary to become a successful independent practitioner. *Friday September 18, 2020; 1:15 p.m. – 4:30 p.m.; Live Interactive Webinar, $65; CEs: 3; Instructor: Joanna Frankel, LCSW-C***

**2002 Advancing Skills in Individual and Group Supervision in the Aging Field:** Supervision is a key component to becoming a successful independent practitioner. However, there are important aspects of supervision, both group and individual, that are necessary to make sure that your supervisee is prepared to work with the senior population. The challenges can be daunting and working with this population isn’t for...
everyone. It is important to dig deep into the challenges this population presents and the rewards you receive in the most creative manner. This will allow supervision to be most effective. Each participant will learn what is crucial to incorporate during supervision when working with a senior client. 

**Friday, October 9, 2020; 1:15 p.m. – 4:30 p.m.; Live Interactive Webinar; $65; CEs: 3; Instructor: Joanna Frankel, LCSW-C**

**2003 Clinical Supervision: What Does It Really Mean for Me?:**
Clinical supervision is a commitment that requires a significant amount of time for the LCSW-C and can sometimes be viewed as cumbersome. The committed supervisor agrees to, but is not limited to providing guidance, support, clinical case oversight, ethical role modeling, and case review to clinical staff. When a LCSW-C agrees to supervise, they are in essence placing their credibility and Maryland licensure on the line for the clinical work of those they supervise in the work place. It is imperative that supervisors know their role and the commitment.

**Friday, October 30, 2020; 9:00 a.m. – 12:15 p.m.; Live Interactive Webinar; $65; CEs: 3; Instructor: Colette Walker Thomas, LCSW-C**

**2004 Using Motivational Interviewing (MI) in Supervision and Supervising MI Work:**
This workshop is designed for social workers and other behavioral health professionals who would like to use MI skills within supervision and/or social workers who are responsible for providing clinical supervision to students or employees who implement MI in practice settings. This workshop is appropriate for those who have a working understanding of MI knowledge, basic MI skills, and engage in the supervision of others. Teaching methods include didactic instruction, video clips, individual reflection and development plan creation, paired practice (audio capacity from your phone or computer required), and large group discussion via written chat.

**Friday, November 13, 2020; 1:15 p.m. – 4:30 p.m.; Live Interactive Webinar; $65; CEs: 3; Instructor: Mary Hodorowicz, PhD, LCSW-C**

**2005 Transitional Strategies for New Social Work Supervisors:**
This three-day training will focus on evidence based transitional strategies for supervisors in addressing ethical challenges. The training will teach supervisors how to have the difficult clinical conversations; address organizational challenges as it relates to social work supervision; understanding clinical supervision as it relates to the NASW code of ethics; leading staff that were once peers and much more. This training will fulfill the requirements of the BSWE regarding becoming a Clinical supervisor.

**Wednesday, September 31 – Friday, October 2, 2020, 9:00 a.m. - 1:45 p.m.; Live Interactive Webinar; $250; CEs: 12; Instructors: Kia S. Morris, LCSW-C, and Colette Walker Thomas, LCSW-C**
The University of Maryland School of Social Work’s Financial Social Work Initiative (FSWI) will be rolling out its national (even international), online version of its very own Financial Social Work (FSW) Certificate Program in Spring 2021! Like the in-person model that we have conducted over the past two years, it will meet an identified need for greater financial capability and empowerment knowledge on the part of social workers and helping professionals of all disciplines who practice in non-profit and other social service agencies, as well as in schools, medical settings, justice and court settings, and beyond. Stay tuned in Fall 2020 for more info and applications at www.ssw.umaryland.edu/cpe and www.ssw.umaryland.edu/fsw.
For updates please visit www.ssw.umaryland.edu/cpe for additional information on current course offerings, learning objectives, biographical information on presenters, registration information, policies, and more.

**REFUNDS AND CANCELLATIONS POLICY**

**TOP 4 QUESTIONS**

*For more information about our policies, please visit our website*

1. **How do I register?**
   We accept online registration with a credit card via our website: www.ssw.umaryland.edu/cpe
   **We no longer accept personal checks. We highly recommend online registration; however, if that is not an option, we accept cashier checks and money orders. All received personal checks will be returned.**

2. **Are there any discounts?**
   **We offer discounts:**
   • 25% off for Seniors 65+ with valid I.D.
   • 50% off for Current Bachelorette and Master Level Students with valid I.D.
   • 35% off for Faculty, Staff, and Field Instructors with valid I.D.
   Please call 410.706.5040 or email cpe@ssw.umaryland prior to registration to redeem the discounts.
   **No discounts for the following workshops: Ethics, Half-Day, Multi-Day, Specials, and Certificate Programs.**

3. **What if my job is paying?**
   There is Registration Form PDF that should be completed and mailed with a check. Your employer can also register colleagues on our website. If your employer needs additional information, please call 410.706.5040.

4. **How do I get the materials for the workshop?**
   You must log into your registration account to retrieve the handouts for the workshop. The handouts will be available no later than 7 business days prior to the start date of the workshop.

5. **What if I registered but can’t attend the workshop?**
   You can cancel up until 24 hours before the workshop begins by emailing us at cpe@ssw.umaryland.edu. Refunds or credit letters will not be granted for cancellations with less than 24 hours’ notice before the training.
   **All cancellations will receive a $35.00 administrative fee deducted from the refunded amount.**
   If you do not wish to pay the administrative fee, you can receive a credit letter for 100% of the tuition. The credit letter is valid until the end of the following semester. However, should a credit letter go unused by the end of the following semester, the credit letter is forfeited by the registrant.

   **Instructors reserve the right to dismiss participants who are not adhering to the Code of Conduct.**

   **For questions, concerns, or to request special accommodations, please call: 410-706-1839**
   **For financial questions or concerns, please call: 410-706-5040**

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**OFFICE OF CONTINUING EDUCATION**

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