

JULY 2021

THE SOCIETY FOR SOCIAL WORK LEADERSHIP IN HEALTH CARE



SSWLHC
Society for Social Work
Leadership in Health Care

SAVE THE DATE

56th Annual Meeting and Conference Loews Ventana Canyon Resort Tucson, Arizona

Date: October 25 - 28, 2021

Pre Conference Intensives: October 24 - 25, 2021

IN THIS E- NEWSLETTER

56th Annual
Conference Join us in
Tucson - 1
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interest - 2
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culture for SW - 3&4
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In Person Conference in Tucson!

We hope you will consider joining is at the in-person conference this fall in Tucson for our 56th annual SSWLHC Meeting. While virtual gatherings helped us all during the pandemic, we also know there is something special about being in person with colleagues.

Ask your institution for professional development monies to help pay for the trip and conference. We know that supporting professional development leads to higher satisfaction rates and reduces turnover. Pursuing professional excellence and learning are paramount to creating leaders and a strong staff. This past year has proven the value of social work in healthcare. We are essential. Our professional education and development is also essential.

Register now! www.sswlhc.org
The conference will provide CE's.

[Join us in Tucson!!](#)

“
THERE IS
NOTHING LIKE
MEETING IN
PERSON TO
BOLSTER
MOTIVATION.
WE NEED EACH
OTHER.

”



SPREAD THE WORD

REACHING SOCIAL WORK STUDENTS IN 2021



According to a 2018 report from the Council for Social Work Education, 63,569 people were enrolled in one of the 225 MSW programs in the US.

Of those, 6,100 were in field placements in health/integrated health locations.

We need to reach out to these students. They are the future. Students have many choices for professional organizations to join - a key to sustainability and growth as a social worker. We hope you will consider spreading the news about joining SSWLHC to our new social workers currently getting their BSW or MSW. Forward this newsletter, reach out.

Membership in SSWLHC can significantly help their careers in so many ways - job listings, networking, professional development, reduce rates on educational opportunities, and support.

CSWE 2018 REPORT

63,569

MSW STUDENTS



JOURNALS & ARTICLES OF INTEREST FOR HEALTH SOCIAL WORKERS

There is so much going on in healthcare and in social work. Keep yourself up to date and check out these journals. For some you may need a subscription, but here are the ones that you can easily access, or look for "open access" articles. (Con't on page 6)



BEACH READING

1

Health & Social Work
(NASW)

2

Social Work in Health Care
(Taylor & Francis)

3

**Journal of Social work
in EOL & Palliative Care**
(SWHPN)

HOW TO BUILD AND MAINTAIN A REMOTE CULTURE AMONG SOCIAL WORKERS IN HEALTHCARE SETTINGS

BY TEJ CARBONE, MSW, LCSW-QS



The COVID-19 pandemic forced unprecedented change in every facet of daily life. With patients and health care providers opting to reserve office visits for emergent needs during the height of the pandemic, many agencies shifted to a telehealth approach. The Health Resources and Services Administration (HRSA) of the United States now has an entire website dedicated to educating the public on the benefits of telehealth. Shortened wait times, reduced need for patients to take time off of work or find childcare, and expanded range of access to specialists (especially in remote or underserved areas) are just a few of the advantages of utilizing virtual healthcare(1).

Social work leaders in healthcare are finding that the biggest challenge with this virtual model is not in providing care to patients, but in creating and maintaining an agency culture in a virtual world.

While effective communication is at the heart of social work practice, social work leaders in health care often overlook the importance of maintaining open lines of communication within an organization. Establishing a system for social workers and other health care providers to collaborate with one another and their leaders is integral to establishing a positive work environment. Having regular video conferencing meetings (often called an “All Hands”) where all staff members are in attendance, helps to ensure that all team members are aligned on the company’s core values and mission.

A recent survey conducted by Career Explorer found that of almost 6,000 social workers 3, a majority are extroverted personality types, and thrive in situations where they can interact with people on a regular basis. This means that it is even more imperative that social work leaders in health care find ways to provide outlets for their team to interact with one another, build relationships, and feel a sense of belonging at their agency. This can be accomplished in a variety of ways. Virtual lunch hours, coffee breaks, or morning “water cooler” meetings via video conferencing can help social workers build rapport with their colleagues.



(con't) Another great way to build a remote culture is to provide employees with an outlet to engage with one another in non-work-related conversation with one another. At Concert Health, this is accomplished by utilizing a multitude of interest-based Slack channels for social workers to engage with like-minded colleagues. With channels ranging from #AnimalCrossing to #ConcertKiddos to #Random, there's something for everyone!

Sirota Consulting recently conducted a survey which discovered that only 51% of workers felt they were adequately recognized for their achievements at work. In a remote environment, accolades are often even more sparse. With this in mind, Concert Health, which has been providing remote telebehavioral health services since 2017, utilizes a weekly "Thankful Thursday" post, where social workers and other team members can give "shout outs" to their colleagues for a job well done. In addition, weekly one-on-one virtual meetings between social workers and their leaders provide an opportunity to highlight each social worker's successes individually.

While many agencies are returning to their offices, some are opting for a hybrid approach, having both in-person and remote social workers. A 2017 study conducted by the Harvard Business Review (Grenny and Maxfield, 2017)⁴ found that remote employees felt less supported in their work when compared to their in-office counterparts. In agencies that employ both face-to-face and remote employees, it is important to find ways to maintain and boost morale among all team members. Finding a way to include remote staff members in company celebrations is critical to maintaining company culture among remote staff.

As the field of social work continues to evolve and adapt to the changing needs of our communities, social work leaders in healthcare will find themselves with an increased likelihood of having a team of remote employees. There are many factors to consider when making that determination, but building and maintaining a remote culture among its virtual workforce is paramount to successful employee engagement, productivity, and retention.

Sources:

1. <https://telehealth.hhs.gov>
2. www.concerthealth.io
3. <https://www.careerexplorer.com/careers/social-worker/personality/>
4. Grenny, J. and Maxfield, D. (2017, November 02). 'A Study of 1,100 Employees Found That Remote Workers Feel Shunned and Left Out'. The Harvard Business Review. <https://hbr.org/2017/11/a-study-of-1100-employees-found-that-remote-workers-feel-shunned-and-left-ou>



ADVANCED HEALTH SOCIAL WORK CERTIFICATION: APPLICATIONS NOW THROUGH AUG. 15TH.



There are several social work certifications you can attain working in health social work. NASW has several portfolio based certifications you should check out. Additionally, if you work in serious illness care, you might be eligible to sit for the APHSW-C exam! This is the first and only evidence, exam based advanced certification for social workers in the field.

SSWLHC recently decided to partner with APHSW-C to offer their members a discount on the application of 33%. Of note, this will change to 25% in 2022, so this is the year to apply!

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SSWLHC
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Advanced Palliative Hospice Social Worker Certificate

Congratulations to Dr. Richard Woodrow!

SSWLHC would like to congratulate Dr. Richard Woodrow on being named as a **NASW Social Work Pioneer, 2021** for his important contributions to the social work profession. Paving the way for thousands of social workers to make their own contributions to the health and welfare of individuals and families.

MORE BEACH READING

Interesting recent articles.

Please feel free to send us articles you'd like to share!

info@sswlhc.org

SEDERSTROM, N. O. AND J. WIGGLETON-LITTLE (2021). "ACKNOWLEDGING THE BURDENS OF 'BLACKNESS'." HEC FORUM 33(1-2): 19-33.

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ALTILIO, T., SUMSER, B., LEIMENA, M. (2019). "A COMMENTARY ON COMPROMISE." CLINICAL SOCIAL WORK JOURNAL 47: 284-289.

