The 2014 Delegate Assembly will be festive as ASWB celebrates its 35th Anniversary. Everyone is invited to a special dinner commemorating the event on Thursday evening.

Attendees of the 2014 Delegate Assembly in Boise, Idaho, will be part of an exciting business meeting that combines a review of operations and management of the organization on Friday and the governance responsibilities of the delegates on Saturday. On Thursday attendees will find many opportunities to connect and reconnect with friends and fellow regulators.

New this year: We’ve added a Leadership Development and Orientation session on Thursday afternoon. This session will outline the leadership needs of ASWB and answer questions about serving on ASWB committees, the Board of Directors, and task forces. Led by Nominating Committee members, ASWB staff, and ASWB Board members, this session will broaden your understanding of how you can become more involved in ASWB. Anyone interested in serving on ASWB committees, the Board of Directors, and task forces will want to attend.

Registration will open each day starting at 7 a.m. (Thursday, Friday, and Saturday). ASWB’s exhibit booth also will be open each day, with staff ready to answer questions about services available to members and provide information about the association.

Breakfast and lunch are included each day. Dinner and sightseeing are on your own on Friday and Saturday following the meeting. The lineup of activities includes:

**Thursday**
- Registration and Hospitality will be open all day, from 7:00 a.m. to 5:30 p.m. You’ll get your name badge, a program, and other meeting materials when you sign in. Staff will be on hand for questions or assistance.
- Administrators Forum: This meeting is reserved for member board staff.
- Orientation for First-Time Attendees: Newcomers will be given a special introduction to the proceedings of the meeting.
- Leadership Development & Orientation: This session will cater to aspiring ASWB leaders.
- Welcome Reception: Everyone is invited to the reception preceding the anniversary dinner. Invited guests include educators from local social work programs and National Association of Social Work chapter executives and staff. The Path to Licensure campaign will be featured.
- 35th Anniversary Celebration & Dinner: All are encouraged
to come and celebrate ASWB’s 35th Anniversary. There will be a special presentation on regulation over the years.

Friday morning
• Registration and Hospitality are open all day again.
• Welcome: The meeting starts at 8:30 a.m., with the president’s welcome and introduction of attendees.
• Presentation of Election Slate: The slate of candidates running for the Board of Directors and Nominating Committee positions will be formally announced, and attendees will have the opportunity to nominate additional candidates from the floor.
• Report from the Association Leadership: ASWB CEO Mary Jo Monahan will update attendees on office operations, programs and initiatives, and future strategies.
• ASWB Draft Technology Regulatory Standards: Frederic Reamer, chair of the International Technology Task Force, will present the work and recommendations of the task force via live feed.

Friday afternoon
• Top Regulatory Cases: Dale Atkinson, ASWB legal counsel, will highlight recent court decisions around professional regulation.
• ASWB Foundation Report: The activities of the research arm of ASWB will be discussed.
• Foundation Research Presentation: Boston University School of Social Work will report on the results of its study, the Missing Link Project, undertaken to evaluate the current quality and effectiveness of the continuing professional education (CE) system for social work in the United States.
• Introduction of Candidates & Campaign Speeches: Candidates for all ASWB positions up for election will present brief remarks.
• Reception, Meet the Candidates – Q & A: An hour-long reception will take place following the meeting recess at 4:15. Attendees are invited to meet the candidates and ask questions to prepare for Saturday’s elections.

Saturday morning
• Registration and Hospitality are open all day again.
• Call to Order, Roll Call, Approval of the Minutes: The meeting resumes at 8:30 a.m.
• Electronic Elections: Delegates will vote for ASWB president-elect; secretary; director at large, professional member; and director at large, member board staff. Two members of the Nominating Committee will be elected to serve two-year terms.
• Announcement of Election Results: Since the elections are electronic this year, results will be tallied and announced immediately.
• President’s Report: ASWB President Dorinda Noble will update attendees on the governance work of the Board.
• Financial Report: ASWB Treasurer Carole Bryant presents the financial reports for 2013 and the first nine months of 2014. She will discuss the approved 2015 budget and the work of the Finance Committee during 2014.
• Examination Program Updates (open and executive sessions):

The Exam Committee will review its activities for the year. Gordon Waugh, Ph.D., senior scientist at HumRRO and ASWB’s lead consultant, will report on the exams, and Dale Atkinson, ASWB legal counsel, will discuss exam security issues.

Saturday afternoon
• Awards Luncheon: The winners of the Sunny Andrews Award for outstanding commitment to social work regulatory board service and the Board Administrator Award for excellence in social work regulatory board staff service will be recognized. Other volunteers will be recognized for their service on ASWB’s committees, and Board of Directors presentations will be part of the event.
• Committee Presentations: Committee chairs will talk about the work of their committees.
• Strategic Discussions: Members will have the opportunity to participate in two strategic discussions. The first session on governance issues will be led by members of the Governance Task Force and Bylaws Committee. The second session, led by the Regulatory Education and Leadership (REAL) Committee, will preview the 2015 Education Meeting and its theme of Mobility.
• Closing Remarks: ASWB President Dorinda Noble will close the meeting with final remarks.
• Board of Directors Oath of Office: The 2015 Board of Directors will be sworn in before adjournment at 3:30.
Boise-bound for the Delegate Assembly

Spectacular vistas, venues, and vital business await us in Boise!

Can you say “Boise?” Idaho natives pronounce it BOY-see. Outsiders often say BOY-zee. We can call it the spectacular site of the ASWB Annual Meeting of the Delegate Assembly, November 13-15.

Boise, the capital of Idaho, is famous as a mecca of outdoor activities. But mid-November may present a chilly challenge for Boise River rafting or early morning bike rides. Luckily, inside or outside, Boise offers a vibrant good time.

So, there is plenty to do in Boise—including getting down to business. Our business this year is the ASWB Annual Meeting, with a full agenda and important elections, all with some help from modern technology. Will technology and social work ever truly marry? We’ll hear about that, too.

When business for the day is done, you will have ample time to explore and enjoy the fruits of what Outside magazine called the “#1 Overall Town in the Western U.S.” and National Geographic Adventure magazine dubbed the “#1 Adventure City.”

Boise was nicknamed the City of Trees in the 1800s by French-Canadian fur trappers who crested the mountains to behold a verdant valley and exclaimed “Le Bois!” (“The woods!”). Boise was incorporated as a city in 1863. Today, the Boise-Nampa metropolitan area population is over 600,000, including the largest ethnic Basque community in the U.S. The city rests at the foothills of the Rocky Mountains along the plain of the Boise River.

Boise has 130 miles of some of the country’s best mountain biking trails, as well as ski slopes and rock climbing, all less than 20 minutes from downtown restaurants and coffeehouses. There are dozens of things to do in and around Boise that begin with action words like eat, climb, tube, visit, paddle, ski, listen, swim, raft, soak, sail, see, hang out, fish, hike, bike, kayak, walk, drink, run, buy, stroll, explore…and many more.

Shop
Boise offers shoppers gifts to bestow on others and yourself, including hand-printed papers and greeting cards, consignment furniture and objects for the home,
art and art supplies, handwoven rugs, antiques and antique prints, jewelry, music (including vinyl and CD), gourmet groceries, clothing, housewares, sports collectibles, Basque products of all kinds, and more.

**Eat**
Hungry? Thirsty? Restaurants and brewpubs abound. Enjoy wine tastings, fine casual dining, country music bars, wood-fired pizza, award-winning wine, drive-in burgers, custom-cut French fries, virtually all ethnic cuisines and venues from authentic French bistro to classic American diner, and of course, chocolate.

**Do**
Got some free time? Boise is a thriving, regional hub for art, jazz, theater, and indie music. Other sights and sounds include contemporary theater, international dance, ballet, galleries, Frisbee golf, real golf, ice skating, museums, a public market, wildlife refuge, films, Shakespeare, bands, open-mike venues, and other activities. You can also put in time behind bars during a fascinating tour of the Old Idaho State Penitentiary.

**Areas of Interest**
Downtown Boise—This is the cultural center of Boise, with a variety of cafes and restaurants, bars and boutiques, and a vibrant nightlife. Here you will find the Basque Block, the Idaho State Capitol, the classic Egyptian Theatre, the Boise Art Museum, and Zoo Boise.

Boise State University—The school lies south of downtown, with neighborhoods, businesses, and on-campus establishments catering to a student population. The landmark 37,000-seat Bronco Stadium resides on campus. Also on the campus are Velma V. Morrison Center for Performing Arts and Taco Bell Arena.

The North End—Here you will discover many of the city’s older homes, tree-lined drives, quiet neighborhoods, and restaurants and businesses. Ideal for an afternoon or evening stroll.

Warm Springs and East End—Tree-lined Warm Springs Avenue contains some of Boise’s largest and most expensive homes, many turn-of-the-20th-century and Victorian styles. The area gets its name from the natural hot springs that flow from Boise’s fault line.

Boise Bench—The Bench sits on an elevation about 60 feet higher than downtown Boise and is the home to historic Boise Union Pacific Depot and older residential neighborhoods.

West Boise—West Boise is where you’ll find Boise Towne Square Mall, the largest mall in the state, as well as numerous restaurants, strip malls, and the Ada County jail. Enjoy sweeping views of the Boise Front.

For more information, surf to [www.cityofboise.org](http://www.cityofboise.org).

Enjoy your stay in Boise!

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**Top Ten Things You Probably DIDN’T Expect in Boise:**

10. Le Bois Park Horse Races
9. 100-year-old Hannifin’s Cigar Shop
8. Bois Fry custom-cut and cooked French fries
7. Pair Restaurant’s award-winning martinis
6. Big Jud’s one-pound burgers
5. More bike tires than people in Boise
4. The ghost horse of Dry Creek Cemetery
3. World Center for Birds of Prey
2. Treasure Valley Roller Derby Girls
1. The world’s largest tin foil ball
A satchel of seeds promises a rich regulatory harvest

American writer and humorist Mark Twain told of waiting to board a train in Washington. Twain asked the baggage handler if his satchel was strong enough to go in the train’s baggage car. The handler lifted the satchel high above his head and smashed it to the ground. “That is what it will get in Philadelphia,” the handler said. Then he picked up the satchel and banged it against the car several times. “That is what it will get in Chicago,” he continued. Next, the handler threw the satchel high in the air and stomped on it vigorously when it came down. The bag split, strewing contents across the platform. “And that is what it will get in Boise,” he said. “So if you are going all the way to Boise, I suggest you take the satchel to your Pullman car with you.”

I suggest we all take our satchels to Boise for the ASWB Annual Meeting November 13-15! It will be instructive and fun to catch up on your regulatory stories and to recap what your Board of Directors has been doing to meet our strategic plan. Like Idaho farmers, the Board and staff have been busy planting seeds in 2014 that we hope will bring a bountiful harvest of regulatory knowledge and widespread professional awareness of the benefits of licensure.

President’s message

Let’s open our satchel and look into those seed packets tucked inside.

**Seeds of Governance:** Your Board of Directors has been reading, studying, and examining our procedures the last year to help build good governance. We had a terrific full-day Advance! in Philadelphia in August with a noted authority on board governance and with members of the Board’s Governance Task Force. This study has helped us more clearly delineate the boundaries between management (which belongs to staff) and governance (which belongs to the Board). These principles of efficacy and effectiveness certainly apply to our jurisdictional boards as well. Meanwhile, the Bylaws Committee is carefully reviewing all the bylaws to determine what changes may assist ASWB to be more effective.

**Seeds of the Future:** This year we celebrate the 35th Anniversary of ASWB! It is a time to review our past as we build for our future. This association is vibrant, forward-thinking, and becoming a leader, not only in regulatory work, but in the social work profession. Our
anniversary is a wonderful time to build upon our venerable past and rededicate ourselves to our mission of protecting the public in the future! We are excited to welcome our newest member jurisdictions, the Territory of Guam and the Commonwealth of the Northern Mariana Islands, as they begin regulating the social work profession for the first time.

**Seeds of License Mobility:** Mobility is the talk of professional regulatory associations across North America: How can we achieve greater licensure mobility so that professionals can practice safely in emergency situations, and can relocate more smoothly to pursue their careers? While this is a daunting task, it is one that many professions are pursuing. Mobility will be the topic of our upcoming Education Meeting in Seattle in April 2015. Make your plans to join us for this thought-provoking event!

**Seeds of Connection:** I have always thought that ASWB was one of the best-kept secrets in social work, but it is clearly moving into the sunlight. Mary Jo Monahan and I spoke about professional regulation at the International Federation of Social Workers in Australia in the summer. This fall, members of the Board and staff will present three educational sessions at Council on Social Work Education (one on license mobility, one on Path to Licensure, and one on licensing in general). The Path to Licensure project, aimed at helping students prepare for licensure and prudent careers, has gotten a good deal of press time in social work educational groups. And ASWB continues to make international connections, as you will learn in Boise. The International Technology Task Force has completed its work on regulatory standards for e-practice, and members will hear more about that in Boise and Seattle. Board and staff leadership continue to talk regularly with regulators in Wales, England, Scotland, New Zealand, and other countries, learning from their experiences.

Our satchel is full of seeds that can bear great results in the future with the support of our members!
The leaders elected at the 2014 Annual Meeting for the Board of Directors and the Nominating Committee will contribute to ASWB’s future governance initiatives and leadership development. They will be stepping into their roles as the organization begins to consider some of the most challenging issues for the social work profession: mobility, e-practice, and continuing competence.

Delegates attending the annual meeting will be asked to vote for the following: president-elect; secretary; director at large, professional member; and director at large, member board staff on the Board of Directors and two seats on the Nominating Committee. A short biography of each candidate on the election slate is provided below. The full profile is available online.

**Board of Directors**

**President-elect**

**M. Jenise Comer (MO)**

M. Jenise Comer of Missouri received her MSW from the University of Kansas and was grandfathered as an LCSW in 1989. She is a professor of social work at the University of Central Missouri and has served as the director of the social work program there for five years. Comer has been active with ASWB since 2002. She served on and chaired the Nominating Committee and the Bylaws and Resolutions Committee. She was appointed to serve a one-year term on the Board of Directors in 2007, and in 2009 and 2014 she served as a member of the Program and Education Committee. She now serves as Board liaison to the Regulation and Standards Committee and the International Technology Task Force. Comer was first appointed to the Missouri State Committee for Social Workers in 2000. For several years, she served as either the secretary or chair of the board. She will continue to serve until replaced.

**Robert Payne (ID)**

Robert Payne of Idaho has a BA in social work from Boise State University and a master’s in social work from the University of Wisconsin-Madison. Payne, an LCSW, has been a social worker for more than 28 years and has worked in a variety of settings. He has served as adjunct faculty at The College of Idaho, Boise State University, and Linfield College-Astoria, Oregon. He also has belonged to numerous volunteer
boards, often serving as chair, in his current community as well as in the other communities where he has resided. Payne currently has a private practice in Hailey, Idaho. His involvement with ASWB began at a New Board Member Training session in 2000. Since then he has attended 14 ASWB meetings and also attends the Administrators Forum meetings. He was appointed to fill an unexpired term on the Idaho Board of Social Work Examiners in 2000 and continues to serve.

Secretary

Maureen Egan (RI)

Maureen Egan of Rhode Island received a BSW degree from Providence College and her MSW from Rhode Island College. Egan, an LICSW, currently works as a medical social worker. She retired from the Rhode Island Department of Children, Youth, and Families in 2009 after 29 years. As a volunteer, she has worked with the Girl Scouts of Rhode Island, the South Kingstown Affordable Housing Commission, and the Washington County Coalition for Children. Egan was appointed to the Rhode Island Board of Social Work Examiners in 1996 and her term expired earlier this year. During her tenure, she was an active participant with the board and with ASWB, often attending ASWB’s education meetings at her own expense. Her involvement with ASWB includes serving on the Approved Continuing Education (ACE) Committee, the Bylaws and Resolutions Committee, and the Program and Education Committee.

Melinda Pilkinton (MS)

Melinda Pilkinton of Mississippi has a BA in social work from Mississippi State University, an MSW from the University of Southern Mississippi, and a Ph.D. in social work from Jackson State University. She is currently licensed as an LCSW in Mississippi (since 1987). She has taught at Mississippi State University for 15 years, where she is a tenured faculty member and director of the social work program. Earlier this year, Pilkinton retired after 20 years from a small clinical practice at an outpatient behavioral health facility where she provided therapeutic social work services and clinical supervision for one MSW. She served two, 4-year terms on the Mississippi Board of Examiners for Social Workers and Marriage and Family Therapists. Her second term ended in July. She attended New Board Member Training about a year after she was appointed to her first term on the board. Other involvement with ASWB includes working on the 2008-2009 Practice Analysis Task Force and serving on the Regulation and Standards Committee. She was elected to the Nominating Committee in 2010.

Director at Large, Professional Member

John McBride (LA)

As the incumbent director at large, professional member, John McBride of Louisiana is program director of the VA Home Based Primary Care Program at the VA Medical Center, where he has worked since 1991. Previously, McBride was the administrator of the VA Community Residential Care program there for 15 years. In addition, he has provided consulting work for families wishing to adopt. He has an MSW from Our Lady of the Lake University, received his LCSW in 1995, and is certified as a Board Approved Clinical Supervisor. He has taught undergraduate-level social work at Louisiana College. McBride was appointed to the Louisiana Board of Social Work Examiners in 2008 to fill an unexpired position and reappointed in 2010, serving until May 2014. During his second and third years on the board, he was chair. Involvement with ASWB includes serving on the Bylaws and Resolutions Committee, the Finance Committee, and the Approved Continuing Education (ACE) Committee.

Steven W. Pharris (TN)

Steven W. Pharris of Tennessee, LCSW, is the senior social worker and contracting officer representative with the Department of Veterans Affairs, focusing on hospice care and long-term care, and establishing contracts with health care providers. His professional practice includes both rural and urban communities in the areas of child protection, public health, jails/prisons, chronic homelessness, HIV/AIDS, and mental health. As an adjunct professor, he has developed courses in mental health practice and social work and law. He has a BSW from Middle Tennessee
State, an MSW from Spalding University, and a J.D. from the Nashville School of Law. Pharris served on the Tennessee Board of Social Work Licensure from 2008 to 2014 and was a delegate to ASWB’s annual meetings. He attended a New Board Member Training session in 2009 and has served on the Regulation and Standards (RAS) Committee since 2011. He is the current RAS Committee chair. Pharris also serves on ASWB’s International Technology Task Force.

**Director at Large, Member Board Staff**

**John Mayr (BC)**

John Mayr of British Columbia is currently the administrator for the BC College of Social Work. He has been an administrator/regulator for the last 18 years, for three different professions. He has an MBA, an advanced certificate in health systems leadership, and a master’s degree in law. Mayr is a member of the education committee of the British Columbia Council of Administrative Tribunals (BCCAT), a not-for-profit organization dedicated to advancing the knowledge and skill of frontline decision makers in administrative tribunals. He also is the vice president of the Canadian Council of Social Work Regulators (CCSWR). Involvement with ASWB includes co-hosting New Board Member Training, co-presenting on professional regulation and competency-based testing at the Canadian Association of Social Work Educators conference, presenting the BCCSW’s public awareness campaign to the Administrators Forum, Spring 2014, and planning for the implementation of the licensure examination in British Columbia.

**Richard Silver (QC)**

As the incumbent director at large, member board staff, Richard Silver of Québec is legal counsel to the Ordre des travailleurs sociaux et des thérapeutes conjuqaux et familiaux du Québec, where he has been on staff since 2001. He has a BSW from McGill University and a master’s degree in law from the Université de Sherbrooke. He was a founding board member of the Canadian Council of Social Work Regulators (CCSWR). In addition to serving on the ASWB Board, Silver is volunteer coordinator of New Board Member Training and Board liaison to the Bylaws and Resolutions Committee. He was on the development committee planning ASWB’s first Administrators Workshop, held in September, and was one of the trainers. Other involvement with ASWB includes: Nominating Committee chair (2009), Passing Score Study (2010), and Strategic Planning sessions (2010, 2013). He has presented at the Spring Education Meeting and at the Federation of Associations of Regulatory Boards (FARB) on professional regulation.

**Nominating Committee**

(Two people will need to be selected among the four candidates for two-year seats on the Nominating Committee.)

**Leisa Askew (AL)**

Leisa Askew of Alabama has served as aging resources specialist and Alabama Cares coordinator for Lee Russell Council of Governments Area Agency on Aging for 14 years. Previous experience includes social service director for a three-level step-down aging facility in Auburn, Al. Askew has a BA in social work from Auburn University with a double minor in sociology and psychology. She recently completed her term on the Alabama State Board of Social Work Examiners (2008-2014), where she attended bimonthly board meetings as well as disciplinary hearings, public hearings, and legislative meetings. Other service includes: Alabama Gerontology Society Executive Board (2007-2013), Lee County Junior League Executive Board (2005-2009), Lee County Ombudsman Advisory Committee (2001- present), Alabama Association of Regional Councils, and South Eastern Association of Area Agencies on Aging. She has been involved with ASWB during her term on the Alabama board, attending all but three of the spring and fall ASWB yearly meetings.

**Sandra Barlow (FL)**

Sandra Barlow of Florida currently works in independent practice with children,
adolescents, and families, and she contracts with Early Head Start and Head Start programs as a mental health consultant. Barlow has an MSW with a clinical focus toward working with children and families and a Ph.D. in family relations from Florida State University and has completed advanced postgraduate study with the FSU-LSU Harris Institute for Infant Mental Health. She is credentialed as a Registered Play Therapist-Supervisor and a Florida-approved supervisor for clinical social workers, marriage and family therapists, and mental health counselors. She was appointed to the Florida Board of Clinical Social Work, Marriage and Family Therapy and Mental Health Counseling in 2010 and currently serves as chair. Involvement with ASWB began at a New Board Member Training session in 2010. She has attended ASWB’s Spring Education and Annual Meetings since 2010 and was a member of the Program and Education Committee for two years.

Barb Whitenect (NB)
Barb Whitenect of New Brunswick has worked for the provincial government of New Brunswick since 1992. Her current position is executive director of corporate services dealing with the Department of Public Safety. Previously, she served as the provincial executive director of addiction and mental health services for the Department of Health. Whitenect has a BSW from St. Thomas University, Fredericton, and an MSW from Carleton University, Ottawa. She has been a registered social worker since 1992. Whitenect has been very active with the New Brunswick Association of Social Workers (NBASW), sitting on the board as a board member, vice president, and president. She has also been actively involved with the Canadian Association of Social Workers (CASW) and the Canadian Council of Social Worker Regulators (CCSWR). Involvement with ASWB includes attendance at New Board Member Training in 2008 and participation in ASWB meetings since her presidency of the NBASW in 2010-11.

Spencer Blalock (MS)
Spencer Blalock of Mississippi currently works in mental health in direct practice and administration. He has worked previously in adolescent/adult acute, residential, and community mental health; crisis services; child/adult welfare; hospice; home health; youth court; and long-term care. He has a BSW and an MSW and is pursuing a doctorate in health administration. Blalock, an LCSW, is also a Certified Mental Health Therapist, board-certified Diplomate of clinical social work, and a board-approved clinical supervisor. He was recently appointed as chair of the Caregivers Task Force by the governor. Appointed to the Mississippi Board of Examiners for Social Workers and Marriage and Family Therapists in January 2011, he serves on the Social Work Discipline Specific Committee and the Legislative Committee and chairs the Continuing Education Committee. Involvement with ASWB includes attending New Board Member Training, the Spring Education Meeting and the 2013 Delegate Assembly. He also is a member of the Regulation and Standards (RAS) Committee.
Wait no more: Electronic voting tabulates results in minutes

This year ASWB delegates will elect four members of the Board of Directors and two members of the Nominating Committee. It’s a large slate, to be sure. Members may recall the amount of time consumed by the voting process: the selection of the Tellers, waiting for your jurisdiction to be called to get your ballot, waiting for the ballots to be collected, and waiting for the ballots to be tallied—by hand—by the Tellers so the winners could be announced. Delegates will be happy to know: the waiting is over! Elections will be conducted by electronic voting this year.

The move to electronic voting was prompted by membership comments on surveys following the Annual Meeting in Nashville last year. In coming up with an electronic solution, ASWB reviewed three types of software programs. The selection was based on ease of use, cost effectiveness, and the fact that a representative will be on-site to assist with the voting process. Voting will be completed—and results known—in minutes, not hours.

Practice makes perfect
To allow members to become familiar with the technology, ASWB will provide a voting keypad to every attendee and time to practice by answering a few survey questions. Questions will require a “Yes” or “No” response to mimic the actual voting process.

During elections, only the keypads assigned to delegates or alternates (in the absence of a delegate) will be turned on. This will ensure that voting is carried out according to the bylaws.
Gywnne Goldberg (1941-2014)

ASWB recently learned that one of our founding members passed away in February 2014. Gywnne Goldberg, president of ASWB in 1985-1986 when the association was the American Association of State Social Work Boards (AASSWB), was the sixth to serve in that role. But Goldberg was also at the very first meeting of the organization that would become ASWB, when it was held in September 1978 at Stouffers Inn in Louisville, Ky. She was part of the Constitution and Bylaws Committee that emerged from that meeting and became one of the initial directors of AASSWB when the organization was incorporated in 1979.

Goldberg served as secretary of the AASSWB Executive Committee from 1979 to 1983, was president-elect in 1984, and completed her duties as past president in 1986. Goldberg also served on the first Examination Committee and was one of the first item writers.

In her professional life as a clinical social worker in Kentucky, Goldberg assisted adults and children at Central State Hospital, Louisville Area Mental Health Center, Louisville Board of Education, Bridgehaven, long-term care facilities, and in a private practice. She was appointed by five governors to Kentucky’s Board of Social Work. She will be remembered for her pioneering role as a social work regulator.

Gywnne Goldberg (1941-2014)
ASWB member boards, in their own words

**Name of jurisdiction:** Idaho

**Name of board:** Idaho Board of Social Work Examiners

**Number of board members:** Six: three LMSWs or LCSWs, two LSWs, and one public member. Traditionally, the board has one member who is a social work educator. Also, the board is geographically diverse.

**Licensure levels offered:** LSW, LSW-I, LMSW, LMSW-I, LCSW, and Inactive. Idaho also requires clinical supervisors be approved and recertified every five years.

**Number of licensees:** Idaho has 4,495 licensees: LSW-1,829; LMSW-1,365; LCSW-1,301; and 436 approved clinical supervisors.

**Biggest achievement in the past 12 months:** Establishing a work group made up of the social work associations, students, social work educators, social work professionals, the other mental health licensing boards and their professional associations, as well six other allied health regulatory boards to begin writing rules for electronic practice. We also began the recertification of approved supervisors.

**Biggest lesson learned in the past 12 months:** Clearing the backlog of complaints was very expensive.

**Biggest challenge facing the board:** Legislative passage of the proposed fee increase. Ensuring great weather for ASWB’s Annual Meeting of the Delegate Assembly in Boise, Idaho, November 13-15, 2014, is difficult. But we are trying!

(Complete the sentence) “I would really love to hear about how other jurisdictions... are progressing in writing rules for electronic practice. Are other jurisdictions facing the misperception that regulation is a barrier to implementing telehealth? Are there any boards or colleges that use private prosecutors?

**Completed by:** Robert Payne, LCSW, Board Member

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**Useless tidbits from the association news editors:**

- Hells Canyon is the deepest river gorge in America, deeper than the Grand Canyon.
- The statehouse in Boise is geothermally heated from underground hot springs.
- To this day, there are those who refuse to fish at night on Bear Lake for fear of the legendary Bear Lake Monster.
- Named the “Gem State,” Idaho produces 72 types of precious and semi-precious stones, some of which can be found nowhere else in the world.
- If you don’t smile in Pocatello, Idaho, you could go to jail: “It is prohibited for pedestrians and motorists to display frowns, grimaces, scowls, threatening and gloowering looks, gloomy and depressed facial appearances, generally all of which reflect unfavorably upon the city’s reputation.”

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Canada comes to Culpeper

Last year, ASWB began inviting members of the regulatory community to take a “road trip to Culpeper” to start or continue the conversation about issues relevant to regulation. This year, some of ASWB’s Canadian members accepted the invitation, coming from as far west as British Columbia to hold the annual meeting of the Canadian Registrars at ASWB’s headquarters. This was the first time that the meeting has been held outside Canadian borders in the 20 years that the group has been in existence.

Asked “Why now?” Miriam Browne, executive director and registrar of the Manitoba Institute of Registered Social Workers and volunteer chair of this year’s meeting, replied: “Most of our jurisdictions have hosted the meeting more than once over the last 20 years. ASWB has sent a representative to our meetings for at least the last seven years. We had never been to ASWB’s offices, but we participate in ASWB services. So it seemed like a good time to break out of the mold. And we are glad that we did.”

The purpose of the annual meetings: to share information and to talk about issues related to social work regulation across Canada. The model has worked well, according to Browne, because the group is small enough to allow registrars to get to know each other personally, as colleagues and friends, and there is a history of sharing knowledge and helping to solve problems.

“Getting together to really pick each other’s brains” is something that Browne values highly, because it gives her the benefit of learning about current practices and challenges from other provinces that may have more staff and more resources to dedicate to finding solutions. Some of the issues that the group has tackled include complaints, international applicants, and e-practice. This information sharing continues throughout the year, mostly by email or phone. Some topics discussed at the annual meeting become projects that members agree to work on via email during the coming year.

The Canadian registrars began holding an annual meeting in 1994, rotating the location among the provinces. The registrar of the hosting province serves as chair. “The fun thing,” said Browne,
who has been a member of the group for 18 years, “is that we don’t always go to the largest center within each jurisdiction—and that keeps it interesting.” In 2001, for example, the group met in Winnipeg, capital of Manitoba (and also its largest city), and in 2010 it met in Gimli, Manitoba, a small rural municipality on Lake Winnipeg. Starting in 2008, when all ten provinces were members of ASWB, a staff member from ASWB has attended the meetings.

“ASWB is so pleased to welcome the Canadian registrars to the Commonwealth of Virginia and especially to our headquarters in Culpeper,” said ASWB CEO Mary Jo Monahan. “This meeting underlines the strategic, critical, and creative collaboration among the social work regulatory community in North America.”

As part of the activities for the group, ASWB former executive director Donna DeAngelis hosted the group to a dinner at her home with entertainment provided by local folksingers. The registrars soaked up the Culpeper culture, enjoying the local shops and restaurants. Attending the registrars meeting were: John Mayr, British Columbia; Miriam Browne and Barb Temmerman, Manitoba; Annie Rickett, New Brunswick; Lisa Crockwell, Newfoundland and Labrador; Glenda McDonald, Ontario; and Alison MacDonald, Saskatchewan. Other members of the group include: Lynn Labrecque King, Alberta; Marc Wagg, Nova Scotia; Philip Matusiewicz, Prince Edward Island; and Sylvio Rioux, Québec.
First Administrators Workshop is a success

The premier Administrators Workshop last month was a great success for both the attendees and the development team of volunteers and staff under whose banner the event was created.

Held September 12–14, 2014, in Alexandria, Va., this pilot training session kept the seven attendees running, as they engaged in exercises, discussions, and discourses about how to maximize their roles in the fast-paced world of jurisdictional social work regulation.

Team development
The workshop’s development began as a suggestion nearly four years ago at an administrators forum to develop an in-depth training for admins that followed the successful model of the New Board Member Training (NBMT) sessions.

Ideas poured in to ASWB Executive Vice President Dwight Hyman and the workshop development team, composed of volunteers Board member Richard Silver of Québec and Administrator Forum Chair Kate Zacher-Pate of Minnesota, along with ASWB’s Senior Manager of Member Services Jennifer Henkel and CEO Mary Jo Monahan.

Together, the team took the outline of ideas from the administrators and crafted them into a valuable new training experience for new and seasoned administrators.

“The opportunity to be involved in the development of the pilot the Administrators Workshop is very exciting,” Zacher-Pate said. “It is great to see an idea generated from the Administrators Forum come to fruition! Thanks to ASWB staff for following through with the concept.”

Format and topics
The hard work and expertise of the development team offered attendees a robust and interactive three-day agenda of learning and sharing. Monahan explained: “The

Attendees and trainers at the 2014 Administrators Workshop were (left to right): Stanley Weinstein (MD), Micki Lilly (NC), Catherine Chappell (VA), Karen Garner (NC), Deidre Teague (NC), Administrators Forum Chair Kate Zacher-Pate (MN), Sheryl Pearson (AB), Board member Richard Silver (QC), and Randy Harnisch (OR).
training format was based on adult education, where the participants take part in the teaching experience as well as the learning experience.

“The model is similar to NBMT in that we start with an overview that is more didactic, and by the end of the first day we put participants to work in two groups that were each assigned a scenario that had a specific theme. Their job was to analyze the scenario using the questions we gave them. The next day they presented their answers to the whole group. Each of the scenarios was followed up with discussion led by trainers.”

Silver said, “The scenarios that we devised as a team met with the preoccupations of the group attending the workshop. The structure of the workshop lends itself to people learning about each other. And the topics were set up in such a way that they applied to both Canada and the U.S.”

One focus of the team was to keep the content relevant. Henkel explained how that was successfully accomplished: “We wove into the topics real media examples and press clippings—the truth of what regulators are dealing with now in 2014.” She pointed out that where NBMT was about the difference between laws and regulations and rules, the Admin Workshop was about building relationships and the need to change or question things, all to help admins gain more control over their daily operations.

Topics across the three days included: an overview and history of regulation, situational analyses, regulator processes in their jurisdictions, leadership and management, stakeholders, and board relations, as well as the ASWB strategic plan, the Path to Licensure, and resources available to ASWB members, such as the Model Social Work Practice Act and the Public Protection Database (PPD), ASWB’s Member Services department, and the website.

**Attendees**

Seven administrators attended the first ASWB Administrators Workshop. In fact, more than seven had registered, but a few could not attend due to a sudden increase in job demands, which is rather common for administrative staff.

“The feedback from participants in the pilot training session were quite positive,” said Zacher-Pate. All involved in the development and execution of the workshop agree and feel confident that the sessions helped to inspire in attendees a firmer understanding of how to embrace their power, understand their abilities, exert their leadership, and find the much-needed “think time” in their busy schedules.

Hymans said, “One of the attendees told me that the training caused him to think about things he hadn’t thought about that he needs to think about. That about sums up the experience.”
The latest licensed professional on the ASWB staff isn’t an LCSW or an LSW or even an LISW-C. Jacqueline Ashby, CPA, joined the ASWB staff in August, after 20 years in public accounting, most recently as partner in a local accounting firm.

“I wanted to be a doctor, a lawyer, or an accountant” as a child, says Ashby. After a year as a pre-med student, she took time away from college to figure out where she wanted to go. “I kind of fell into accounting…I started off as a receptionist, and then I started doing data entry. I liked doing that—it was an introduction to accounting and [accounting] made sense. It was a puzzle, it was logical and I liked that.”

After being laid off from an in-house accounting job at a small business, Ashby decided to finish her degree. “I thought, ‘I need to go back to school!’ So I put myself through school,” at George Mason University. This time, college was a good fit. “It was a couple years of maturity and paying for it myself. I found something I liked!”

Her first accounting job after graduation was with what was then the largest accounting firm in the world, Arthur Andersen. As a first year, “inexperienced” employee, she was assigned to a team that was auditing a major shipbuilder. “I found an adjustment, which was absolutely unheard of,” she says. The shipbuilder had been depreciating equipment that was actually sitting idle; it turns out that’s against the rules, and Ashby was the one who caught it. “When I was putting myself through school,” she says, “I worked for a CPA, so I knew what I was doing, even though I hadn’t been there very long.”

After she left Andersen, Ashby worked for a smaller, regional firm, Hill, Barth & King. She first got to know ASWB in 1999 when she was assigned to conduct the association’s financial audit. Ashby has been combing through the ASWB finances ever since, conducting the annual audit for 15 years, even after she became a partner at another firm, Scheulen, Patchett & Edwards.

The decision to come to work for the association was an easy one for Ashby. “I have great working relationships with Pat [Olinger, director of Examination Services] and Christine [Breeden, director of operations], and I feel like I knew the organization very well,” she says.

Ashby stepped into the position of accounting specialist in early August and has her first major
project under her belt already: moving all of ASWB’s financial record keeping over to a new software system. She spent her first several weeks “getting the new system up and running, buying the software and setting up the chart of accounts, payroll, historical information…making sure all of that information matched the most recent financial statements.”

Ashby is pleased with the transition, especially because ASWB has used the prior system for more than 20 years. Why change something that’s worked reliably for so long? Ashby explains that the new software will actually replace three systems: check writing, financial reporting, and payroll. Previously, checks were written, deposited, and recorded in one piece of software; payroll was handled by another system; and all records were exported into a program that generated financial reports. While this process worked relatively smoothly, the new system incorporates all three functions, plus has budgeting features and will allow Ashby to customize financial reports. Ashby will be “making the financial statements more useful, without making drastic changes.”

As a licensed CPA, Ashby will also file the association’s tax returns. Even though ASWB is a tax-exempt organization, there are still 990s, 5500s, sales tax, and payroll tax filings to be done. She also anticipates taking on some human resources responsibilities and looks forward to learning more about that aspect of operations at an organization like ASWB. “I’m hoping to take training and get a certification [for that work],” she says.

The biggest transition for Ashby has been the difference in work culture from public accounting to a nonprofit. Ashby explains that part of her childhood ambition was “to wear a business suit” every day of the week, and now she finds herself in a decidedly business-casual office. Regardless of the dress code, she finds ASWB a good fit.
Persons subject to adverse administrative actions against their interests to practice a profession are afforded the right to appeal such decisions into the judiciary. These inherent rights of appeal protect the interests of all persons and parties involved in the proceedings. Circuit courts and appellate courts generally review regulatory board actions for error on legal issues while leaving factual findings to the administrative tribunal. Boards also possess the right to appeal adverse opinions from the circuit courts, again to ensure judicial oversight of legal determinations and preservation of interests.

Consider the following.

An individual (Respondent) was licensed as a mental health counselor in 1999. In 2009, a complaint was filed by her former employer alleging a boundary violation with a particular patient. In 2011, the Office of the Attorney General (OAG) filed a petition for an emergency suspension. The Behavioral Health and Human Services Board (Board) held a hearing on the emergency suspension petition and, in spite of a lack of a quorum, suspended Respondent’s license for a period of 90 days. The Board later rescinded its emergency suspension order based on the lack of a quorum. Thereafter, the OAG pursued its original administrative complaint against Respondent, and a hearing was held before the Board in January 2012. After resolving some procedural issues regarding witness and evidentiary matters, the Board found multiple violations of statute and rule and revoked Respondent’s license. The Respondent filed for judicial review. In spite of the circuit court’s expression of disappointment in the testimony of the OAG investigator, as well as questions over the credibility of the relevant patient, whose mental illness created “suspect” testimony, they concluded that substantial evidence supported the Board’s findings and affirmed the revocation of the license.

Next, the Respondent filed a motion before the circuit court to correct error. The court reexamined the case and was troubled by the harshness of the sanction. In March 2013, the circuit court issued a second order that concluded that the revocation of licensure was too severe in light of the record. In reviewing the procedural nature of the case, the court noted the initial emergency suspension vote without a quorum, the denial of...
a request for a continuance by the Respondent, the credibility of witnesses, and the fact that the hearing did not conclude until late into the evening, resulting in a shortened closing argument by the Respondent. Overall, the court questioned the “fairness” of the proceedings and concluded that the penalty decision of revocation was arbitrary and capricious in light of several factors, including:

**Absence of prior discipline**
To this, the appellate court noted that nothing under Indiana law requires progressive discipline, citing a nursing case that resulted in the revocation of licensure of a nurse with more than 20 years of unblemished practice. Thus, the court rejected any notion of a legally mandated progressive discipline system.

**Improper use of statute related to grounds for discipline**
In short, the appellate court here referenced that the circuit court provided no explanation for its finding that the statute was improperly used. The appellate court distinguished a case cited by the lower court, finding that such jurisprudence was decided under an entirely different statute with an entirely different set of facts. As a rule, courts grant deference to the reasonable interpretation of the statute such Board is empowered to enforce.

**Credibility of state’s witness**
The lower court was concerned with the credibility of the patient’s testimony and questioned whether the Board disregarded the testimony of the Respondent. But the appellate court emphasized that judging witness credibility and weighing evidence was not within the purview of the lower court but rather for the Board to determine.

**Relief from the court is limited**
Relief from the court is limited to prejudicial conduct by the Board resulting in action(s) that are:
- Arbitrary, capricious, and an abuse of discretion
- Contrary to a constitutional right
- In excess of statutory authority
- Without observance of procedure required by law
- Unsupported by substantial evidence

The court next reviewed the authority of the Board to assess sanctions against practitioners, referencing numerous options up to and including permanent revocation of licensure. Indeed, the appellate court noted that the circuit court did not disturb the Board determinations that resulted in the sanction but was troubled only by the severity of the sanction. The circuit court ordered a lesser sanction or, alternatively, a new hearing. On appeal, the court focused on the lower court’s determination that revocation was arbitrary and capricious in light of several factors, including:

**Other factors leading toward a reasonable perception of unfairness**
Regarding a perception of unfairness, the appellate court referred to the fact that the Respondent in this case has the burden of demonstrating the invalidity of the Board action. In order to be entitled to relief, the Respondent must show he or she has been prejudiced by an agency action. According to the appellate court, “although [Respondent] may not have received perfect proceedings, we are confident she received fair proceedings.”

**A lack of a standard to determine the appropriate sanction**
Finally, the Respondent argued that there was a lack of standard guiding the appropriate sanction under the circumstances and cited a previous judicial case in support of this position. But the appellate court distinguished the cited case, noting that such opinion says nothing about a public standard for imposing sanction. In fact, the Indiana Supreme Court has recognized that “judicial inquiries into the private motivation or reasoning of administrative decision makers is a substantial intrusion into the functions of the other branches of government.” However, this disciplinary authority is not unbridled and boards are required under the Indiana Code to provide some level of consistency when imposing sanctions. In light of the evidence, the appellate court found that the circuit court “improperly substituted its judgment for that of the Board when it determined that the revocation was too severe a sanction.”
Based upon this analysis, the appellate court reversed the lower court and found that the Board afforded the Respondent with a fair proceeding and acted within its authority to revoke the Respondent’s license.

Many important issues are addressed in this opinion, including the requirement that courts defer to the findings of the agency/board and not substitute their judgment. Deference is an important principle that recognizes the expertise and authority of the board to make factual findings and interpretations of the law with limited rights of the courts to modify findings. In this case, the Board acted within its scope of sanction authority and, absent legal error, such conclusions should be upheld. Merely because a court may not agree with the sanction(s) does not substantiate a basis for reversal.

Behavioral Health and Human Services Licensing Board v. Williams, 5 N.E.3d 452, 2014 Ind. App. LEXIS 108 (Ct. App. IN)
EMILY HONKEN of Minnesota, a member of the Clinical examination committee, was recognized for her service at the October meeting of ASWB’s Examination Committee. EMILY became an item writer in 2007 and wrote for both the Masters and the Clinical exams. GREG WINKLER of Wisconsin, Clinical exam committee chair, presented the service award.

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ASWB welcomes new jurisdictional staff members:
MARC WAGG, Nova Scotia
BRIAN CARNAHAN, Ohio
ALICE CHRISTINE STACEY, Tennessee

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ASWB welcomes two new regulatory board members! ASWB’s Board of Directors accepted the applications of the U.S. TERRITORY OF GUAM and the U.S. COMMONWEALTH OF NORTHERN MARIANA ISLANDS by unanimous vote. This is the first time that social workers will be regulated and licensed in these jurisdictions. The boards made application with ASWB for membership in order to administer ASWB’s social work licensing exams as part of the licensing process.

Territory of Guam
The Guam Social Work Board of the Territory of Guam is an independent regulatory agency with the authority to license and regulate the profession of social work in Guam. The board is in the process of developing regulations for the licensure of social workers at the baccalaureate, masters, and clinical levels.

Guam became a U.S. territory in 1898. Its current form of government was established in 1950. The island of Guam is the southernmost and largest of the Mariana island chain. It is also the largest island in Micronesia. The population in 2013 was approximately 165,000.

Northern Mariana Islands
The Health Care Professions Licensing Board (HCLPB) of the Commonwealth of the Northern Mariana Islands includes the regulation of the profession of social work. The board recently adopted regulations for licensing baccalaureate, masters, and clinical social workers.

CNMI is a commonwealth of the United States, ratified in 1975. The country is a 14-island archipelago in the Pacific Ocean. The population of approximately 53,000 (2013) lives predominantly on the islands of Saipan, Tinian, and Rota.

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For the second year, ASWB presented a $1,000 donation to the Pamper Me Pink Mammogram Fund (the Pink Fund), which is administered by UVA Culpeper Hospital. ASWB’s Philanthropy and Social Affairs Team selected the Pink Fund as a charity of choice in 2013 and 2014 for the critical work it does to provide funds for precautionary mammograms and to raise awareness about breast cancer.