In memoriam: David Jeffreys, AASSWB Executive Director (1983-1986).

News from New Board Member Training

June New Board Member Training in Washington, D.C., was filled to capacity. Attending the training were: (first row) Brenda Dennis (OR), Lisa Haberbusch (OH), Denise Pratt (TX), Jackie MacKay (PEI); (second row) Rochelle Mason (DE), Veronica Meadows (Council of Landscape Architecture Licensing Board), Joan Cloonan (ID), Garlande Powell (NC), Jan Fitts (ASWB); (third row) Peggy Salley (LA), Vicki Musseau (NL), Claudette Landry (NB), NBMT facilitator Richard Silver (QC), Tommie Davis (AR); (fourth row) Melissa Chargualaf (GU), Kenya Anderson (TN), Pamela Carhill (MP), June McKinnon (PEI), James Penrod (Council of Landscape Architecture Licensing Board), Kimberly Perry (RI), David Germany (MS), Jason Collins (MN); not pictured: Darren Madahbee (ON).

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JOAN CLOONAN of Idaho made the most of her time at the June New Board Member Training in Washington, D.C. She brought along her Turkish drop spindle and spun her own yarn. An accomplished knitter, JOAN started spinning her own yarn two years ago.

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KENYA ANDERSON and CATHERINE SIMMONS, both of Tennessee, were surprised to run into each other at lunch during the June NBMT and item writer training in Washington, D.C. The two are colleagues in the University of Memphis department of social work, but neither knew the other was coming to the ASWB event. CATHERINE was in town for the item writer training and KENYA was attending New Board Member Training.

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NBMT? How about MTv?

The attendees at the August New Board Member Training really bonded during their time together. WENDY BENSON of New York was so enthusiastic that she wrote a song about the ASWB “helping family” with support from JAMIE WILLIAMS of Mississippi and PATRICK DUROCHER of Québec. The music video can be experienced here.
New Board Member Training in August played to another full house. Pictured: Marcia Simoneau (KS), Mai Lin Noffke (Atkinson & Atkinson), Jamie Williams (MS), Carolyn Szafran (KS), Amy Smith (AL), Patrick Durocher (QC), Wanda Miller (SK), Claude Savoie (NB), Wendy Benson (NY), Denise Krause (NY), Greg Winkler (WI), Catherine Buchanan (SC), Angela Atkins (NC), Rose-Anne Hovey (ND), Sally Jones (AZ), Jacqueline Lowe (SC), Hope Cortez (GU), May Ferrer (HI), Lisa Bolhouse (FL), Marlo Thomas-Koger (SC), Patrick McShane (NY). Attending but not pictured: Elizabeth Pope (NC), Aimee Williams (MD).

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Devastated but not defeated

MAE GUNNARE, a former ASWB president and the current mayor of Delmont, S.D., reports that her town of 200 residents was devastated by a tornado on Mother’s Day, May 10. She writes: “Our home escaped getting hit by 50 yards and had only minor damage, but our little city lost 44 structures and we are looking at only 10 or so returning.”

FLORENCE SABLAN of the Northern Mariana Islands wrote to ask for ASWB’s support in the wake of a super typhoon that hit the capital, Saipan, on August 2 and devastated the island. She writes: “The whole island is without water and power and disaster declaration has been approved by President Obama, so help from FEMA is slowly coming in.”

Ice Bucket Challenges lead to breakthrough in ALS research

Johns Hopkins scientists recently announced a breakthrough in ALS research and have credited the Ice Bucket Challenge with raising public interest—and funding—for their success. If you recall, ASWB CEO MARY JO MONAHAN answered the challenge in 2014 with the help of DWIGHT HYMANS, who poured. More information can be found here.

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Exam Committee news

SUJATA PAI of New York will complete her tenure on the Exam Committee this year, but she was pleased to announce that she was appointed in January as a member of the New York state social work regulatory board.

NANCY SIDELL of Pennsylvania, an item development consultant for the Masters exam committee, has been appointed interim dean of the College of Professional Studies at Mansfield University. NANCY is the social work program director and a professor of social work at the university. Her appointment as interim dean is expected to extend through the 2015-2016 academic year.

LIZ JOHNSTON of California reports that she has been teaching this summer at Smith College. She also will complete her tenure with the Exam Committee this year.

MIRIAM BALEN of British Columbia has a new job as a school social worker at an all-girls private school for grades K-7.

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ASWB welcomes new jurisdictional staff members:

MARLO THOMAS-KOGER, South Carolina
JAIME HOYLE, Virginia
DAWN HANNASCH, Alaska
The ASWB Board of Directors met in person on Saturday, August 8, at the Boston Park Plaza hotel in Boston, Massachusetts, in conjunction with the Exam Committee meeting. Here is a recap of the activities of the board at that meeting.

**Approval of minutes:** The Board approved the minutes of the April 30, 2015, Board of Directors meeting in Seattle, Washington, and the July 6, 2015, virtual meeting of the Board.

**Confirmation of decisions made in email meetings:** The Board confirmed the decisions made in email meetings conducted on June 2 and June 19, 2015.

**Consent agenda:** Reports approved via consent agenda included: Executive Vice President’s report, Examination Services report, and evaluations from the 2015 Education Meeting and June New Board Member Training.

**Leadership reports:** ASWB CEO Mary Jo Monahan presented the CEO Report, which summarized the work of the association through the second quarter. Of particular note was the record number of exams administered in June—7,233—and a record-breaking number of candidate phone calls answered during the same month—8,967. Other highlights: the reorganization of the Exam Services department to provide a management team approach in which two candidate services specialists are serving as mentors to the candidate services representatives; growing interest in the Path to Licensure initiative, which now has 42 schools of social work subscribed to the list serve; and ASWB outreach through participation at NASW conferences and expansion of the Social Work Registry through the free student enrollment campaign.

Results were presented to the Board of a feasibility study on creating a leadership academy to provide leadership skills development for members. Research into existing education and training organizations showed that leadership development is already being delivered by these established organizations. The recommendation from the study was to continue to provide new board member and administrator training sessions without cost to members and to create an Education and Training department within ASWB to address members’ as well as staff training needs. The Board accepted the recommendations offered in the feasibility study.

ASWB President Dorinda Noble presented the President’s Report.
Among the topics discussed were the work of the Governance Task Force as members completed their terms of service; an update on the Board self-evaluation process; and the selection of the practice analysis task force. The overarching role of the Board to provide leadership to the organization and prepare for the future was emphasized, leading into a discussion about the development of the Mobility Task Force. The Board approved the charge of the task force and the list of task force members.

Financial report: Board members reviewed and accepted second quarter financial statements through June 30, 2015; 2014 Form 990; and statements from ASWB’s investment accounts through June 30.

Fall 2015 Delegate Assembly: The Board approved the draft agenda for the annual business meeting, which will be held in Ft. Lauderdale, Fla. The meeting will begin on Thursday, November 5, and will adjourn on Saturday, November 7. The Board received reports from the liaisons to the Bylaws Committee and the Regulation and Standards Committee on recommendations that will be voted on by the delegates for changes to the ASWB bylaws and the Model Social Work Practice Act.

Locations for 2018 ASWB meetings: Board members approved the following locations for ASWB meetings in 2018: Halifax, Nova Scotia, for the 2018 Education Meeting and San Antonio, Texas, for the Annual Meeting of the Delegate Assembly.

California ASWB membership application: The Board approved the application of the California Board of Behavioral Sciences to return as a member of ASWB.

Examination policy report: The Board received a report about requests from member boards to use the social work exams outside policy guidelines. The Board requested that research continue into what impact this nonstandard use could have on the exam’s validity and legal defensibility for further discussion at the November Board of Directors meeting.

Board service awards: Board members selected recipients of the 2015 Sunny Andrews award and the award for outstanding administrator. Awards will be presented at the 2015 Annual Meeting.

Committee, Task Force, and Meeting reports: The following summaries the highlights of the committee, task force, and meeting reports made to the Board of Directors.

• Governance Task Force: The Governance Task Force held its final meeting in July during which members presented their recommendations for changes to the bylaws. Over their two-year term, members developed a number of ideas for increasing outreach to members and other Board initiatives. The ideas and work of the task force will be summarized in a written report.

• Approved Continuing Education (ACE) report: At its July meeting, the ACE Committee reviewed upcoming changes to the program, which include staff taking over some of the application processing duties that the committee has handled. Staff thanked committee members for their significant contribution to the current status of the ACE approval program, noting that the ACE Approved brand is recognized widely as the gold standard for social work CE.

• Nominating Committee report: The Nominating Committee received a large number of nominations this year. Candidates for three positions on the Board of Directors and two positions on the Nominating Committee have been slated.

• Regulatory Education and Leadership (REAL) Committee report: The REAL Committee held its second in-person meeting in July to continue planning the 2016 Education Meeting on the theme of moving mobility forward. Presenters have been identified and contacted, and the program agenda is being developed.

Recap of the Foundation Board Meeting

Immediately following the ASWB Board of Directors meeting, the Board reconvened to hold a board meeting of the American Foundation for Research and Consumer Education in Social Work Regulation (the Foundation). The Foundation is ASWB’s 501(c)3 organization that sponsors a grant program for research on topics relevant to social work regulation, consumer protection, and related areas. The Foundation Board of Directors comprises the members of ASWB’s Board of Directors.

Approval of minutes: The Foundation Board approved the minutes of the January 22, 2015, meeting.
Financial report: The Foundation Board accepted the Foundation financial report and 2014 Form 990.

Review of Governor’s State University report: The Foundation Board discussed a report submitted by a current grant recipient requesting an extension due to unforeseen circumstances that caused research to be delayed. The Foundation Board approved an additional 18 months for completion of the research.

Ratification of research applications: The Foundation Board received a report from the Foundation Review Committee about funding requests received during the 2015 application cycle. Three applications were received, but only two were submitted timely. The Foundation Board ratified one project recommended for approval. (See related story.)

Confirmation of decisions made in email meetings: The Foundation Board confirmed the decisions made in the email meeting conducted on June 2, 2015, to deny the application submitted late.
Labor Day marks the end of a very busy and productive summer for ASWB volunteers and staff. Most of our committees met at least once, the Board Advance! and Board meeting was held in beautiful Boston, staff visited a number of member boards and one of the schools of social work that served as a pilot program for the Path to Licensure campaign. One might say that our summer was a “Labor of Love,” and I thank each of our volunteers for your dedication and support of ASWB, as well as your generous commitment of valuable time and focused deliberation.

ASWB is strong, effective, and influential because of all of you.

**Setting a course at Delegate Assembly**

Much of this purposeful activity has laid the foundation for a history-making ASWB Annual Meeting of the Delegate Assembly in balmy Ft. Lauderdale, Florida, November 5-7, 2015. I want to encourage our members to make every effort to attend this meeting due to the serious decisions that the delegates will be asked to deliberate and vote on to continue the forward momentum we are experiencing. In early September you will receive the reports from the Bylaws and Resolutions Committee and the Regulation and Standards Committee that will help you prepare for these deliberations related to the ASWB Bylaws and the ASWB Model Social Work Practice Act.

A brief description follows:

**ASWB Bylaws**

In 1996, the Delegate Assembly made a critically important decision to move from governance of the association by a four-member Executive Committee to governance by an eight-member Board of Directors. This bold decision has served the association quite well over the past 19 years.

In 2014, the Board of Directors realized that the association had grown into a multifunctional and multifaceted association and needed to take a comprehensive look at the bylaws to ensure that this foundation document continues to support the vibrant organization that we have become. Exercising governance as leadership wisdom, the Board charged the Bylaws and Resolutions Committee and the Governance Task Force to examine the bylaws, update the language, and make recommendations for changes that will support and lead ASWB’s evolving structure and strategic directions. Delegates will vote on these recommendations in November.
Model Social Work Practice Act

It was also during the 1996-1997 time period that the Model Social Work Practice Act, or model law, was developed as a resource document by a task force of ASWB member volunteers. The Delegate Assembly embraced the model law in 1997, and since then this document has served our jurisdictional members quite well when writing regulatory laws and rules that make sense for protection of the public and for the social work profession.

In 2013, the Board of Directors charged the Regulation and Standards (RAS) Committee with the mission of reviewing the entire model law to reflect current regulatory best practices, and in particular, to incorporate the groundbreaking work of the International Technology Task Force, “Model regulatory standards for technology and social work practice.” This review has spanned three years, and Delegates will also vote on these recommended changes in November.

The committees, task forces, Board and staff are pleased to submit their in-depth, thoughtful analyses for consideration at the 2015 Delegate Assembly. I urge our members to read and understand the proposed changes and rationales. I hope that you will make attendance at the 2015 Delegate Assembly a high priority.

“Finding our way” to Mobility

I also want to keep you informed of further progress on ASWB’s impactful new policy initiative, Practice Mobility and License Portability.

As I think about the concept of Mobility, I am reminded of my nephew, Conor Patrick Flynn, who as a young Boy Scout (and future Eagle Scout), proudly earned his Orienteering Badge. To earn this badge, he and his buddies were dropped off at different locations in a forest preserve on the northwest side of Chicago with a map, compass, good shoes, rain gear, and sufficient food and were instructed to “find their way.” (No cell phones were allowed.) Many hours later, they always emerged safely, with great stories of their adventures of the day.

The Boy Scouts define “orienteering” as the use of map and compass to find locations and plan a journey; they state that it has been a vital skill for humans for thousands of years. Google advises that orienteering requires navigational skills to travel from point to point in diverse and usually unfamiliar terrain, to find control points, and to race against a clock. This description sounds pretty much like the challenge of crafting a model for mobility that makes sense for public protection and the social work profession!

At the 2015 Education Conference in May, ASWB members learned about how other health care regulatory organizations are designing their mobility models to grapple with issues of technology, a mobile workforce, access to care mandated by the Affordable Care Act, pressure from their members to “move on mobility,” and as always “protect the public.” Attendees also learned that a large part of the success of these organizations was due to building strong partnerships among their member boards and reaching out to a wide range of peer organizations within their professions.

As Dr. Henry Chaudhry, CEO of the Federation of State Medical Boards declares, “Our ability to work effectively with others will magnify the impact of all we do.” And as I quote Billy Joel, “It’s a Matter of Trust”—and the ability to trust is one of the most important and powerful leadership-building tools that we all have within us. I believe that the Mobility Initiative that we as an organization are embarking on together is social work’s sustaining shared future.

In August, the ASWB Board approved President Dorinda Noble’s eight appointments to the Mobility Task Force. All have accepted and are eager to begin their work. The purpose and charge of the ASWB Mobility Task Force is:

- To research, plan, and create a framework for social work practice mobility and license portability across jurisdictions in North America, to include, but not be limited to: titles, licensure qualifications, scopes of practice, use of technology, disciplinary strategies, determination of where practice occurs and jurisdictional accountability, and costs to regulatory bodies and social work practitioners.

- To research and review the mobility plans of other professions, particularly health care professions such as medicine, nursing, psychology, and pharmacy.

- To seek information and reflection from as many relevant stakeholders as possible from the social work regulatory community.
• To work cooperatively and in conjunction with the ASWB Board of Directors by providing regular reports on the research and development of a mobility framework and plan

• To work cooperatively and in conjunction with ASWB staff to design an implementation plan for consideration and approval by the ASWB Board of Directors

Task force members will use technology to collaborate between the three face-to-face meetings, scheduled to take place concurrent with the 2015 Delegate Assembly; the 2016 Education Meeting in Jersey City, where the task force members will present their work to date and facilitate table discussions to establish consensus as we move forward; and a meeting in July 2016. The task force will present its recommendations at the 2016 Annual Meeting of the Delegate Assembly.

The Mobility Task Force will utilize expertise from an Advisory Council, the members of which will be taken from relevant and significant stakeholder organizations, such as the health care professions that participated in the 2015 ASWB Education Meeting, member boards, representatives from the Council on Social Work Education and the National Association of Social Workers in the U.S. and from the Canadian Association of Social Work Educators and the Canadian Association of Social Workers, major social work employers such as the Veterans Administration and state social services departments, and other individuals who have expertise and commitment to achieve social work practice mobility and license portability.

In addition, there will be a “Reflection Panel” of 20-30 committed member board representatives to provide continual feedback on guiding principles, strategies, resources, and emerging ideas as the task force members design the mobility framework. This panel will function as a “focus/market test group” to keep the task force in alignment with the social work regulatory community. Panel members will be asked to commit their time, thoughtfulness and immediate response to periodic inquiry surveys. If you are interested in serving on this panel, please contact me at mmonahan@aswb.org.

Looking ahead

If summer was busy and productive for ASWB, this fall begins a new cycle of growth and discovery. Following our 2014-18 Strategic Map, ASWB volunteers and staff are moving forward on the mobility initiative, relying on the insights from our members for direction and the experience of other health care professions to provide guidance, much as my nephew and his buddies relied on compass and map to help them “find their way.” The 2015 Annual Meeting will be an important time for ASWB members to set the course for the association through consideration of changes to the bylaws and the model law and through the election process. I look forward to seeing you at this important meeting and sharing with you in more detail the progress the association has made in the last year and the plans for the future.
Who is this *Robert* dude, anyway?

By Dale Atkinson, Partner, Atkinson & Atkinson

Dale Atkinson is a partner with the Illinois law firm that is counsel to ASWB. He is also executive director of the Federation of Associations of Regulatory Boards (FARB).

To enable ASWB to engage in orderly business meetings, certain procedural guidelines are followed. The ASWB bylaws reference the application of parliamentary procedures, specifically the use of *Robert’s Rules of Order.* Before relying upon the formalities of *Robert’s Rules of Order,* however, the association’s articles of incorporation, bylaws, policies, past practices, and the wishes of the delegate assembly will be examined. Members can benefit from understanding what role they play as delegate or alternate delegate based on these procedural guidelines. It is the participatory rights of each member board, specifically at the annual meeting, that forms the basis for this newsletter article.

ASWB member boards participate in the activities of the association through delegate representation. That is, each member board in good standing is entitled to nominate positions for leadership, introduce resolutions, and vote on matters duly brought before the delegate assembly. Votes are cast by the delegate designated by each member board. Eligibility criteria to serve as a delegate and alternate delegate are defined in the ASWB bylaws. To ensure informed membership, ASWB encourages attendance and participation at the ASWB Annual Meeting of the Delegate Assembly by funding one delegate from each member board to attend. While funding is limited to the designated delegate, member boards are entitled and encouraged to send as many members of their board and staff to any ASWB meeting.

The governance protocols of ASWB can be summarized and prioritized as follows. First, the association is incorporated as a not-for-profit corporation in the Commonwealth of Virginia and is recognized as exempt from federal taxes under section 501(c)(3) of the Internal Revenue Code. This tax-exempt status is premised on the charitable and educational nature of ASWB activities. “Charitable” has been defined by the IRS as “lessening burdens on state government,” and this tax status and classification are essential to distinguishing ASWB from other nonprofit organizations. ASWB is not a trade association and it does not engage in lobbying activities or efforts to influence government.

In order to be recognized as a corporation, ASWB filed its application and articles of incorporation with the Virginia Secretary of State. These articles contain very general language setting forth the purpose of the association and why
it is being incorporated. When assessing the activities of a corporation, the articles of incorporation are the first place to look to ensure compliance with this charter.

The next procedural assessment would be the bylaws. Bylaws are an established set of rules that generally control the actions of the membership and set forth the general governing aspects of the organization and Board of Directors as well as the parameters of the relevant meetings of the membership. The ASWB bylaws address, among many other aspects, the purpose of the association, definitions, qualification and authority of the membership, governance and election of a board of directors, meetings, standing committees, finances, indemnification, and amendments. Bylaws are eventually adopted by the membership and cannot be changed or amended without action by the member boards at an annual business meeting.

After the articles of incorporation and bylaws, ASWB relies upon its policies and past practices to bring order to its annual meetings. Policies are generally encompassing and address matters related to most operational aspects of the association. They provide rules over certain activities that are regularly undertaken by the membership, the Board of Directors, staff, and consultants. Examples of ASWB policy headings include conduct of business, meetings and travel, the examinations, membership, personnel, board of directors, methods of operations, finances, and others. Policies add further details to the operational aspects of the association, but they must be consistent with and cannot supersede the articles of incorporation or bylaws. Policies are adopted by the elected Board of Directors.

*Roberts Rules of Order*, if invoked, will likely only apply to certain procedural aspects related to motions and points of order to the annual meeting. ASWB strives for and encourages significant delegate and member board participation in its meetings, and rules of order are intended to provide only for an orderly process. Under certain circumstances, only delegates and members of member boards will be recognized by the presiding officer to speak, to ensure the subject matter and discussions remain within the mission of ASWB. At the commencement of the annual meeting, the presiding officer will review the rules of order and debate and seek delegate approval. Legal counsel and/or a parliamentarian will be present to assist the presiding officer with the procedural aspects of any annual meeting.

The 2015 Annual Meeting of the Delegate Assembly includes numerous matters that will come before the body for a vote of the delegates. Specifically, proposals to amend the ASWB Model Act and the ASWB bylaws will be presented. Because both the Model Act and bylaws amendments are proposed from committees, there is no need for a motion or second from the membership. The membership will have an opportunity to discuss and debate the proposed amendments before voting. The ASWB Board of Directors will also provide its position on the proposals.

As referenced, only the recognized delegate from each member board will be allowed to vote. However, members of member boards and staff will have the privilege of the microphone during the discussions and debate.

Due to the notice provisions contained in the bylaws, the Bylaws Committee receives amendments in advance to allow for consideration and editing. Thereafter, membership will receive these proposals well in advance of the Delegate Assembly in order to consider them and to be prepared to participate in discussion and to vote. Accordingly, amendments to the proposals from the floor will not be in order. Thus, the delegates will be voting on the proposals as presented.

To provide efficiencies in the process of voting on the proposed bylaws amendments and to avoid inconsistent results, related bylaws proposals will be presented together to be voted on by the delegates. That is, multiple amendments will be addressed in a single vote. If membership is uncomfortable with the presentation of amendments, appropriate motions will be in order to separate certain proposals.

Efficient and effective meetings of ASWB are promoted by having informed delegates and attendees. Attendees are encouraged to understand the meeting protocols and arrive prepared to debate and discuss matters brought to the membership. The presiding officer will abide by basic rules of order to facilitate an orderly meeting. We look forward to seeing you in Ft. Lauderdale, Florida, in November.
Social workers are a caring community—not only caring of those who seek their services, but also of one another. Each year the Exam Committee shows how much they care at their annual awards ceremony. The awards ceremony is a time for ASWB to thank committee members for their service. It has also become a time when committee members celebrate their shared camaraderie and deep respect for the expertise that each member brings.

This year, ASWB President Dorinda Noble presented service award “tombstones,” so called for their shape, to Bachelors exam committee member Sujata Pai of New York, Masters exam committee member Stephanie Washington of Texas, and Clinical exam committee member Liz Johnston of California. Noble also awarded rosewood boxes to Masters exam committee co-chair Brent Meyer of Georgia and Clinical exam committee co-chair Greg Winkler of Wisconsin.

The Clinical exam committee, led by Bora Sunseri of Louisiana, then gave Winkler gifts that were related to running (he’s a triathlete after all!) or had ties to the jurisdiction where the committee member resides. Some of the mementos included running socks and a water bottle, a head lamp for night runs, a Louisiana State University baseball cap, and a native art print from British Columbia.

Liz Johnston, who is a professor, received gifts from Clinical exam committee members related to alma maters and/or schools in jurisdictions where the members live. Gifts included T-shirts, a native art print, and a water bottle and a baseball cap with school logos.

Masters exam committee co-chair Brent Meyer described rather than presented a vase that the committee had selected for Stephanie Washington, because he had accidentally left it on his kitchen counter. Meyer explained that the gift had been made by an Atlanta artist who has been a teacher for 30 years. Washington, a school social worker, said that fact made the gift especially meaningful.

Washington, in turn, led her fellow Masters exam committee members as they thanked Meyer for his leadership as co-chair. She presented him with a “postdoctorate repair kit to prevent PDD (postdoctorate dysphoria).” Gifts included an Atlanta Braves T-shirt, chocolates and coffee from Canada, melatonin for reestablishing normal sleep patterns, a book of brainy quotes for his future publications, and handmade...
pouches for his fishing supplies.

Mary Stebbins, Bachelors exam committee co-chair, presented a book of poetry by Mary Oliver to departing committee member Sujata Pai. Stebbins chose the book, she said, because the poems reminded her of Pai’s perceptive and calming presence and her ability to find the extraordinary in everyday life.

The Exam Committee meets four, and sometimes five, weekends each year to review test questions, or items, that are being considered for use on the social work licensing exams. Committee members serve one-year appointments that may be renewed annually for a total of three years of service. After spending this amount of time together, committee members form close ties with one another—as shown by the thoughtfulness of the gifts that are given each year as members are bid a fond farewell.

No worries though! Committee members who rotate off are considered “emeritus committee members” and can be called again to serve as a substitute on the committee or to review examination forms before they are released online.
Twenty social workers gathered in Washington, D.C., at the end of June for an intensive weekend of training. They weren’t working on their community organizing skills or learning more about the DSM-5. Instead, these social workers, from all over the U.S. and Canada, were learning how to write questions for the social work licensing exams. The writers will join more than 60 other social workers who contribute questions—or items—to the ASWB social work licensing exams.

Led by Examination Development Manager Lavina Harless, LCSW, the item writer training also drew on the expertise of all of ASWB’s item development consultants, David Aiken, Bynia Reed, Nancy Sidell, Amanda Randall, and Monica Roth-Day. The consultants, who were assigned a group of new writers at the training, were there to coach the social workers through the learning process.

“I loved this training,” said one social worker in evaluating the training program. “All the information was clearly explained and well organized. My consultant was supportive and specific about her evaluation style, and I enjoyed the feedback sessions with the large group and the consultant individually. I am truly honored to have this opportunity to give back to the social work profession.”

New item writers trained this year are:

**Kristina Bonic** of Baltimore, Maryland, is a Licensed Clinical Social Worker who serves as a senior counselor with a school mental health initiative.

**Amanda Eagle** of Land O’ Lakes, Florida, holds a clinical social work license and works in assessment/intake and as a clinical coordinator.

**Terri Feher** of North Ridgeville, Ohio, is licensed as an independent social worker and social work supervisor who teaches in an undergraduate social work program.

**Joseph Harper** of New Athens, Illinois, is a Licensed Clinical Social Worker serving as a lecturer in a graduate social work program and as unit director in a mental health center.

**Reagan Jackson** of Lithonia, Georgia, has a clinical license and works in assessment and triage for a behavioral health company.

**Leah Little** of Canton, Michigan, is a Licensed Master Social Worker who specializes in substance use disorders working with the Department of Veterans Affairs.

**Andrea Monto** of Lake Oswego, Oregon, holds a masters license and works with an integrated health
and recovery team at an agency that serves people who are homeless.

**Julie Novas** of Bronx, New York, is a Licensed Master Social Worker and works for a community mental health center.

**Steven Parks** of Houston, Texas, holds a masters license and works as a therapist in a children’s assessment center.

**Cecilia Ponce** of Roeland Park, Kansas, is a clinical social worker who is an adjunct faculty member teaching graduate-level social work courses.

**Andrew Seeley** of Edmonton, Alberta, is a Registered Social Worker with expertise in trauma, mental health, and bereavement.

**Amy Seese-Bieda** of Aberdeen, Washington, holds a clinical license and is a medical social worker for a home health and hospice agency.

**Catherine Simmons** of Cordova, Tennessee, is a Licensed Clinical Social Worker who is an associate professor teaching graduate social work courses.

**Michie Summers-Perez** of Smyrna, Georgia, holds a masters license and works for an employee assistance company.

**Jason Swain** of Sacramento, California, is a Licensed Clinical Social Worker in private practice.

**Licia Thomas-Wagoner** of Chesterfield, Virginia, is a Licensed Clinical Social Worker in private practice.

**Senetra Wallace** of Cary, North Carolina, holds a clinical social work license and works in private practice and in a community mental health agency.

**Joyce White** of Dallas, Texas, is a Licensed Master Social Worker who is executive director of an agency that designs and administers programs for youth, adults, families, and professionals.

**Patricia Williams** of Prattville, Alabama, holds a clinical license and is employed as a readjustment counselor with the Department of Veterans Affairs.
**Name of jurisdiction:** Manitoba, Canada

**Name of board:** Manitoba College of Social Workers

**Number of board members:** 12-15 elected from the members of the College and the public (currently 10 Interim Transition Board members appointed by the Minister of Family Services to establish the College)

**Licensure levels offered:** 1 – Registered Social Worker

**Number of licensees:** approximately 1,500

**Biggest achievement in the past 12 months:** New legislation (*The Social Work Profession Act*) resulted in the organization transitioning from the Manitoba Institute of Registered Social Workers (a voluntary organization) to the Manitoba College of Social Workers, on April 1, 2015. This created the first mandatory regulatory body for the profession of social work in the province of Manitoba.

**Biggest challenge facing the board:** The transition from MIRSW to the College was both an accomplishment and an enormous challenge. The new legislation resulted in increased membership, new eligibility requirements, policy and structural change, and a tremendous increase in workload for both the organization’s staff and the board of directors.

*(Complete the sentence) “I would really love to hear about how other jurisdictions manage growth and change within their organizations.”*

**Completed by:** Miriam Browne, MSW, RSW
Executive Director/Registrar
Manitoba College of Social Workers

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

- The bear who inspired the Winnie the Pooh character was owned by Winnipegger Lieutenant Harry Colebourne and named after his hometown.
- Manitoba’s capital, Winnipeg, is also the geographical center of North America.
- Winnipeg was the first city in the world to develop the 911 emergency phone number.
- Manitoba has reigned as “Slurpee Capital of the World” for 16 consecutive years.
The National Policy Summit on Professional Regulation was inaugurated in July by FARB, the Federation of Associations of Regulatory Boards. It may be seen as a happy outcome to a less-than-happy Supreme Court ruling against the North Carolina Board of Dental Examiners, which has the potential to affect all professional regulatory boards in the United States. (See Counsel’s Column, April 2015.)

The summit, held in Washington, D.C., brought together 22 CEOs from associations and federations of regulatory boards representing health care professions, real estate law, architecture, and engineering to name a few. The purpose of the summit was to coordinate the efforts of each respective organization and identify commonalities of regulation. As one of FARB’s governing members, ASWB was a participant, represented by CEO Mary Jo Monahan, who also serves as secretary/treasurer of FARB.

“This was a historic gathering of leadership of the regulatory community,” said Monahan.

“The ideas exchanged during this collaborative meeting will strengthen the mission of public protection that all regulatory boards and their associations share.” Topics included finding a collective regulatory voice, state-based regulation, and antitrust implications of statutorily created and authorized regulatory boards.

Discussion continued as the attendees moved from the policy summit to the 2015 FARB Leadership Conference, which took place over the next two days. As part of that forum, Monahan facilitated a discussion on board governance and leadership. Her presentation focused on creative and engaging recruitment, nomination, and selection processes. She also reviewed the “governance as leadership” model of board governance that ASWB has used effectively in the past year. She closed the session with a discussion of the working relationship between CEO and board chair, emphasizing that excellent results can be achieved when the partnership of these leaders is built on mutual respect and trust. Also attending the conference were ASWB President Dorinda Noble and President-Elect Jenise Comer.
ASWB is getting ready to begin its sixth analysis of the practice of social work—the crucial first step in keeping the licensing exams up-to-date with social work practice. As usual, this practice analysis will include thousands of surveys; hundreds of knowledge, skills, and ability statements (KSAs); and dozens of competencies to be evaluated for the new blueprints. ASWB’s Board of Directors has approved the appointment of 20 social workers to the Practice Analysis Task Force that will help with all that heavy lifting. This group was drawn from more than 300 applications submitted, for the first time online, by social workers from all over the U.S. and Canada. All licensed or registered social workers were eligible to apply for consideration.

With psychometric consultants at HumRRO, ASWB staff will work with the task force to sift through the entry-level competencies tested on the social work licensing exams. The task force will review surveys and the responses, helping develop the ultimate lists of KSA statements that make up the exam blueprints.

In addition to the task force, ASWB will be relying on the experience and expertise an oversight panel to help with the process. This group will be composed of

ASWB’s five item development consultants: David Aiken (FL), Amanda Randall (NE), Bynia Reed (MD), Monica Roth-Day (MN), and Nancy Sidell (PA).

The following licensed/registered social workers will be serving on the 2015 Practice Analysis Task Force:

- Dana Calhoun, AL
- Nelly Chow, AB
- Dianna Cooper-Bolinskey, IN
- Jenna Crawford, PA
- Susan Feyen-Reay, NE
- Mark Gagnon, VT
- Pamela Huggins, MO
- Jean Leong, AB
- Brianna Matsuura, CA
- Efia Miles, GA
- Steven Ramos, AK
- Joe Schriver, AR
- Monique Stinson, SC
- Jeffrey Trant, MA
- Velia Villegas-Aguillon, TX
- Tiffany Welch, PA
- Jenna M. Wilke, WI
- Sharon Zimmerman Wilson, OH
- Jennifer Winship, CA
- Alejandro Zamora, ID
These things take time

RAS and Bylaws Committees send recommendations to 2015 Delegate Assembly

Over the last three years, delegates attending the association’s annual business meeting were kept up to date on ASWB’s activities, recognized the most outstanding of their peers with annual awards, and elected members to the Board of Directors and the Nominating Committee. What they didn’t do was vote on changes to the association’s two documents that, in different ways, provide guidance to the organization. That will change in 2015, when delegates will be asked to vote on recommendations for changes to the ASWB Model Social Work Practice Act (or model law, as it is called) and the ASWB Bylaws.

In 2013, the Regulation and Standards (RAS) Committee established a schedule for review of the model law that subsequent committees have followed in their turn. During this review cycle, different members of the association have served on the RAS Committee to provide a broad representation of member jurisdictions. Additional member input was sought through surveys to ensure that the model act represents the best practices of social work regulation in current use.

RAS Committee members serving in 2015: (front row) Spencer Blalock (MS) and Renée Cardone (PA); (back row) Lisa Crockwell (NL), chair; Robert Showers (LA); Laura Thiesen (AK); and Steven Pharris (TN), Board liaison. Not shown: Brock Green (WY).
Similarly, in 2014 the Bylaws Committee was charged with undertaking a thorough review of ASWB’s bylaws, the set of rules that control the actions of the membership and establish the governing aspects of the organization and its board of directors. The last time that the bylaws were subject to such a comprehensive review was in 1996, when the Board of Directors was established. To complete its work, the committee divided into smaller groups that worked independently on different bylaws articles and came together as a whole to review their work. The committee also worked collaboratively with the Governance Task Force on articles related to governance and purpose.

Each committee submitted reports to the Board of Directors and Delegate Assembly as work progressed, but they have waited to present their recommendations for adoption until the reviews were finished. In July, both committees wrapped up their work. Recommendations from both committees were presented to the Board of Directors at the August 8 meeting. Reports from the committees including the Board’s position on the proposed amendments will be sent to membership in September.
Assessing professional suitability of social workers

King’s University College researchers receive $10,000 Foundation grant

The latest research proposal to be funded by the American Foundation for Research and Consumer Education in Social Work Regulation, ASWB’s research arm, is titled “Models of Assessment on Professional Suitability in Canadian Social Work.” The co-applicants are Dr. Dora Tam, Dr. Siu Ming Kwok, and Rachel Birnbaum, School of Social Work, King’s University College, Ontario, Canada.

The proposal was submitted during the 2015 grant application cycle and recommended for approval to the Foundation Board of Directors by the Foundation Review Committee. The Foundation Board approved a $10,000 grant over an 18-month period. The abstract appears below:

Social work in Canada lags behind social work in other developed countries and some established professions in conceptualizing and assessing professional suitability. This 18-month research project is built upon the Applicant’s ongoing research in the past twelve years, and is timely as the majority part of Canada still relies heavily on the education sector to carry out its gatekeeping function. This proposed project is aimed to engage the education, practice, and regulation sectors in the research process; examine the multi-dimensionality of and assessment of the entry-level of professional suitability; and articulate the roles of education programs and regulatory bodies in gatekeeping functions. The proposed project will use a Holistic Approach to conduct 60 individual interviews in the provinces of British Columbia and Nova Scotia. Anticipated outcome is to forward the evolution of guiding principles for models of assessment on professional suitability in Canadian social work.

The American Foundation for Research and Consumer Education in Social Work Regulation, a 501(c)3 organization, supports efforts to explore the ways in which professional social work regulation affects the profession and the public it serves. Some of the projects sponsored include research on complaints and disciplinary actions taken against social workers, access to clinical supervision in rural areas of Minnesota, and an exploration of the ethical implications of students who shortcut to satisfy educational requirements. The grant program is open to social work faculty, students, and members and staff of regulatory boards or provincial colleges in the United States and Canada. The next grant cycle will begin in 2016.