



## association asides

### A lifetime of achievement

BARBARA HOLZMAN of Arizona writes: “When I attended the 50th SSA reunion at the University of Chicago in October 2015, I was honored to receive The Milestone Achievement Award for the Class of 1965. I was nominated for this award by my classmate and dear friend Susan Rosenson. This was the first year that this award was given and its goal is to recognize SSA alumni from milestone reunion classes for contributions to the field of social work. The award ‘honors exemplary social work values, exceptional performance in clinical or administrative



*Lifetime achievement award winner Barbara Holzman (AZ) with Dean Neal Guterman, Ph.D., and colleague Susan Rosenson, who nominated her for the award.*

practice, and strong commitment to our profession; and provides an opportunity to honor some of our ‘unsung’ colleagues who strive daily for (or past career reflect) social justice, healthier communities, and the support of vulnerable individuals.’ Being chosen to receive the Milestone Achievement Award was a career high point. Being honored by one’s peers is priceless.”

BARBARA’s connection to the association goes back to the mid-1980s, when she was chair of the Arizona Behavioral Health Credentialing Task Force, a coalition of a number of professions seeking legislative regulation. She recalls that many ASWB colleagues whose states already had established regulation gave invaluable assistance helping the coalition write its legislation. She also represented her state at ASWB meetings and served on a number of ASWB committees, including co-chairing the Exam Committee. BARBARA continues to write items for the Clinical exam. Since 2002, when she became an item writer, she has submitted more than 1,500 items for review by the Exam Committee.

“I have always valued the competence and the professionalism of ASWB and continue to hold the organization and its members, in

the highest regard,” she continues. “I am also proud to share with my Arizona colleagues information about ASWB and the significant contributions it makes to our profession.”

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### In memoriam

DAVID HAMILTON, executive secretary of the New York State Board for Social Work, notified ASWB of the passing of Norm Cohen, LCSW, a former executive secretary of the New York board, on December 21, 2015. Hamilton wrote: “I had the pleasure of working with Norm when I was at NASW New York State and as a colleague in the Office of the Professions. I was honored to be chosen as his successor for social work when he retired in 2003. Norm touched many lives in his career as a musician, a practicing clinical social worker and Board administrator.”

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### ASWB says good-bye....

ANNIE RICKETT, New Brunswick

MICHELLE LAMORIE, Wyoming

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**ASWB welcomes new jurisdictional staff members...**

EMILY CRONBAUGH, Wyoming, as interim director

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**Best wishes!**

SHEILA McKINNON-OKE, Nova Scotia, will be leaving as executive director and registrar effective April 30. ASWB wishes her well as she begins a new chapter in her life.

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**Missouri board welcomes new members**

TOM REICHARD, executive director of the Missouri State Committee for Social Workers, reports that four new members were appointed by the state’s governor in December: JUSTIN BENNETT, FRANCES KLAHR, RACHELL LaROSE, and TJITSKE (TISH) TUBBERGEN-MAGLIO. The good news: “I shouldn’t have to cancel one of our quarterly meetings each year,” says TOM. The not so good news: He lost two members, including ASWB President M. JENISE COMER.



Jan Fitts and Brenda Holden, executive director of the Alabama state board, at ASWB’s booth at the NASW-AL chapter conference in February. The Alabama board and ASWB were both exhibitors at the event.

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**ASWB travels begin**

ASWB staff have been invited to present at numerous conferences in 2016. Starting off the year, staff member JENNIFER WARD, education and training specialist, was a panelist at the Alliance for Continuing Education in the Health Professions 41st annual conference in January, where she discussed ASWB’s Approved Continuing Education (ACE) program and the importance for health care employers to include social work-related courses for social work staff when offering CE. In February JAN FITTS, education and training senior manager, presented the closing plenary, “Answering the Call To Be a Professional Social Worker,” at the annual conference of the National Association of Social Workers (NASW) Alabama chapter. JAN also was the guest speaker at a dinner hosted by the chapter during the conference for area social work faculty, where she presented on ASWB’s Path to Licensure program.



Jan Fitts presenting at the NASW-AL Chapter conference in February



Jennifer Ward speaking at the Alliance for Continuing Education in the Health Professions 41st annual conference



## Your board in action

*A summary of the work of ASWB's Board of Directors at its January 28, 2016, meeting in Clearwater Beach, Fla.*

The ASWB Board of Directors met in person on Thursday, January 28, at the The Sandpearl resort in Clearwater Beach, Florida, in conjunction with the Federation of Associations of Regulatory Boards (FARB) Forum. Here is a recap of the activities of the Board at that meeting.

**Treasurer's report:** Board members received the treasurer's report and accepted financial statements through November 30, 2015, and statements from ASWB's investment accounts through November 30.

**Strategic discussions:** Board members participated in strategic discussions about the following subjects.

Examination policy. Staff presented a white paper about jurisdictional use of the exams outside of policy. Continued use of the exams in ways that fall outside of policy may jeopardize the validity and legal defensibility of the exams. After discussion, the Board voted to implement a formal review process that would require a jurisdiction using an exam outside policy to request a waiver from the Board for such use. In the event that the Board did not grant the waiver, the jurisdictional board would be required to stop using the exam in that way. *(More information will be*

*forthcoming at a later date.)*

Employers and Path to Licensure. Staff presented a white paper about a meeting with the Kansas Department of Children and Families (DCF) to discuss the employer's participation in the Path to Licensure program as a means to supporting their social work employees, who must obtain licensure within six months of employment. Currently, only social work schools or programs are participants in Path to Licensure. Kansas DCF expressed a willingness to share with other jurisdictions a pilot program that its training department is developing to help employees understand social work professional regulation. Outcomes of the meeting include ASWB working with the Kansas social work board to support DCF's pilot program development; ASWB working with a local university social work program to help unlicensed DCF employees prepare for the exam using ASWB's group practice test; and ASWB and the Kansas board meeting with the Kansas Council on Social Work Education to encourage participation of social work programs in Path to Licensure and collaboration with DCF.

**Review and adjustment of strategy:** The Board reviewed and approved the 2016 CEO and

operational goals; developed Board governance goals; and reviewed and approved committee and task force appointments and charges, Board member attendance at external meetings, the themes for the 2017 and 2018 Education Meetings, a funding request for ASWB's continued participation in the Social Work Workforce Initiative Steering Committee activities as members of the Council on Social Work Education (CSWE) Roundtable, and the purchase of land for the headquarters building project.

**Policy updates:** The Board reviewed and approved updates to the ASWB Policy Manual and the Comprehensive Exam Security Manual; received a report from staff about progress on the headquarters building project; and received a report about the 2016 Education Meeting preliminary agenda.

**Approval of minutes:** The Board approved the minutes of the November 5 and 7, 2015, Board of Directors meetings in Ft. Lauderdale, Florida.

**Confirmation of decisions made in email meetings:** The Board confirmed the decisions made in email meetings conducted on November 11 and November 18, 2015.

**Consent agenda:** Reports approved via consent agenda included: Leadership reports of the President and the CEO, the Executive Vice President's report, Examination Services report, evaluations from the 2015 Annual Meeting of the Delegate Assembly, and a letter about membership fees from the Ohio social work board administrator.

**Committee, task force, and**

**meeting reports:** The Board received reports about ASWB participation at the CSWE Roundtable in December and attendance at the annual meeting of the Citizens Advocacy Center (CAC) on the subject of continuing competency.

### **Recap of the Board of Directors Orientation Meeting**

On Wednesday, January 27, at The Sandpearl resort in Clearwater Beach, Florida, the Board of Directors held an orientation meeting and a working session to write Board governance goals. Topics covered during orientation included:

- ASWB mission and values, leadership, and governance led by the ASWB president and the CEO
- Duties of care, loyalty, and obedience; fiduciary responsibility of the Board; liability and conflict of interest led by ASWB legal counsel Dale Atkinson
- Meeting structure, financial reports, and executive session and voting duties led by ASWB's president, CEO, treasurer, and legal counsel
- Meeting attendance and Board liaison assignments conducted by the ASWB president with the other Board members
- Current ASWB programs and services led by the CEO and the executive vice president

### **Recap of the Foundation Board Meeting**

Immediately following adjournment of the Board of Directors meeting on January 28, 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 August 8, 2015, meeting held at the Boston Park Plaza hotel in Boston, Massachusetts.

**Review of the Foundation Review Committee purpose and charge:** The Foundation Board approved the 2016 charge for the Foundation Review Committee.

**Financial report:** The Foundation Board received the Foundation financial statement of revenues and expenditures as of December 31, 2015.

**2016 funding and RFP timeframe:** The Foundation Board discussed the funding to be allocated for 2016 research projects and established the timeframe for the application process.

**Review of reports from current grant recipients:** The Foundation Board received reports on research activities submitted by two current grant recipients, King's University School of Social Work (reporting on Q4 2015) and Governors State University (reporting on Q3 and Q4 2015).



## Let's give 'em something to talk about....



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).*

Multiple state regulatory boards have recently been challenged with legal arguments that attempt to categorize the practice of certain professions as *speech* protected under the First Amendment, rather than *conduct* that may or may not be subject to constitutional protections. Numerous appealed administrative cases have resulted in judicial opinions with varying results. These opinions have involved a range of professions such as veterinary medicine and pharmacy services. However, a recent case involving a board of psychology is of particular interest.

For almost 40 years, a syndicated newspaper columnist has written a "Dear Abby" question and answer type column. His column offers advice on parenting techniques and appears in more than 200 newspapers across the country, including the *Lexington Herald-Leader* in Kentucky. The questions he selects to answer come from newspaper readers, individuals who attend his parenting seminars, and visitors to his website. No identifying information is disclosed, no follow-up inquiries are undertaken, and no money is exchanged. A typical tagline for the columnist's articles refers to him as a "family psychologist."

The columnist (Plaintiff) has a master's degree in psychology and

is licensed by the North Carolina

Counsel's  
Column

Psychology Board (North Carolina Board) as a psychological associate. Approximately 13 jurisdictions license master's degree applicants as psychological associates. Psychologists, on the other hand, must possess a doctorate degree in order to qualify for licensure. Thus, the Plaintiff did not qualify to be licensed as a psychologist by either the North Carolina Board or the Kentucky Board of Examiners of Psychology (Board). Kentucky, however, does recognize and license psychological associates with a master's degree.

The Kentucky statute prohibits a person from practicing or holding oneself out as a psychologist unless such person is licensed by the Board. The Kentucky practice act defines psychology in an encompassing definition of scope of practice.

Based on a particular February 2013 column containing advice about an unruly teenager that was published in the *Lexington Herald-Leader*, a complaint was filed with the Board. The complainant was a psychologist who characterized the actions of the Plaintiff as "unprofessional and unethical" and further alleged that

the Plaintiff held himself out as a psychologist when he was not so licensed. In May 2013 as a result of the complaint, the Board issued to the Plaintiff a Cease and Desist Affidavit and Assurance of Voluntary Compliance seeking voluntary cooperation to stop publishing his column in Kentucky. The Board found that the February 2013 response to a “specific question from a parent about handling a teenager” constituted the provision of psychological service and thus required a Kentucky license. Rather than comply, the Plaintiff initiated a lawsuit in Federal District Court alleging violations of his First Amendment right to free speech. The Board agreed to withhold administrative prosecution pending the outcome of the litigation.

Because the parties agreed on the material facts in the case, motions for summary judgment were filed. Summary judgment motions allow the court to determine the legal issues based on agreed-upon facts and without the necessity of a fact-finding trial. The Plaintiff argued that the attempted restrictions on his column infringed on his rights to free speech protected by the First Amendment. The Board argued that the actions of the Plaintiff constituted the unauthorized (unlicensed) practice of psychology and that his use of the title “psychologist” violated applicable Kentucky law. The Board argued that the imposed restrictions related to *conduct* and that any effect on speech was incidental.

In its analysis, the court first identified the type of speech involved in the column writing. It engaged in a detailed analysis of the differing types of speech including commercial speech, professional speech, and the messaging content of such

speech. Identifying the type of speech dictates the level of scrutiny the court applies to any restrictions on such speech. Restrictions on commercial speech that has the potential to do harm to recipients are subject to a lesser burden and are more easily upheld as enforceable. On the other hand, professional or other types of speech may be less likely to do harm and, thus, governmental restrictions may be subjected to more strict scrutiny in order to be upheld.

The court concluded that the Plaintiff’s actions were not solely conduct. It held that the type of speech restricted was based on content within the column and, therefore, was not content neutral. That is, the complaint alleged and the Board’s cease and desist letter noted that the advice given in the column might harm Kentucky readers. As a result, the court found that the type of speech was neither commercial nor professional, but was content-based. Thus, the restrictions of such speech through governmental regulation were subject to strict scrutiny, the most substantial burden for the Board to overcome. The court held that the content-based speech applied to both the column advice and the reference to the Plaintiff as a “psychologist.”

Defining this strict scrutiny burden, the court held that any restrictions on the speech must be based upon compelling state interest and narrowly tailored to achieve the intended interest. The Board argued that protecting the public health, safety, and welfare provides a compelling reason for licensing and that enforcing a regulatory framework justifies the actions of the Board. However, the court noted that previous case law finds

that mere conjecture or speculation of potential harm is not enough to overcome the free speech protections based in the Constitution.

In this case, the court noted and the Board conceded that no harm can be shown from any of the Plaintiff’s published articles. The court rejected as unpersuasive the Board’s arguments that it need not show actual harm. Next, the court found that even if the Commonwealth had a compelling interest, its restrictions were not narrowly tailored to achieve the purpose. The court focused on the fact that not only is the use of the title “family psychologist” protected by the First Amendment, the Commonwealth’s interests in protecting the unlicensed practice is hollow because it does not seek to enforce its laws over books, television shows, newspapers, and the like. As noted, “. . .it is difficult to understand how Dr. Phil, Dr. Oz, and countless other self-help gurus would not also be in the Government’s crosshairs.”

Finally, the court stated that it does not seek to “restrain the Board’s ability to regulate the practice of psychology. Furthermore, the Court does not question the Board’s motives, but “[t]he vice of content-based legislation. . .is not that it is always used for invidious, thought-control purposes, but that it lends itself to use for those purposes.” Accordingly, the court held that the Plaintiff is entitled to express his views and that his lack of licensure does not alter that result. Had he held himself out as a Kentucky-licensed psychologist or established a psychologist-patient relationship, the stakes and results might have been different. The court awarded summary judgment in favor of the Plaintiff and against

the Board.

This case represents an interesting look into the complexities of the First Amendment as applied to the regulation of a particular profession. Where no professional relationship is established, the rigors of the First Amendment may limit the ability of a board to restrict certain activities or enforce title protections.

***Rosemond v. Markham***, 2015 U.S. Dist. LEXIS 134214 (U.S. District Ct 2015)



## On the candidate trail

*ASWB's Nominating Committee is charged with developing a slate of candidates for 11 seats on the Board of Directors and Nominating Committee that reflects diversity and fulfills the requirements of ASWB's bylaws*

While the U.S. presidential primaries fill newscasts in both the U.S. and Canada, ASWB's Nominating Committee is making election news of its own. The responsibility for slating 22 candidates to run for seven positions on the Board of Directors and four seats on the Nominating Committee rests on the shoulders of four dedicated volunteers: current Nominating Committee members Sandra Barlow of Florida, Anwar Najor-Durack of Michigan, and Barb Whitenect of New Brunswick, and Past President Dorinda Noble of Texas, who was appointed to the committee by President M. Jenise Comer.

In the history of ASWB, there has never been a slate this large. The Board of Directors has never been larger than eight members, and the Nominating Committee has been stable at three elected members, with the addition of either the president-elect or the past president as a fourth committee member by presidential appointment. That all changed in November 2015, when delegates voted to approve amendments recommended by the ASWB Bylaws and Resolutions Committee to increase the size of the Board to 11 members and the Nominating Committee to five members. The recommendation to increase the size of the Board was

based on best practices according to the size of an organization of this nature. Increasing the size of the Nominating Committee was recommended to ensure the committee had enough members to identify and network with potential ASWB leaders for all elected positions.

The committee held its first meeting by conference call in February, a change made in recognition of the amount of work ahead. During this meeting, the committee elected Whitenect as its chair, set its schedule of follow-up calls and meetings, and began planning for its in-person meeting at the Association Education Meeting in April.

Committee members also began strategizing about how to recruit candidates for these positions and how to encourage membership to submit recommendations. "We intend to use several different modalities to broaden how we get information out and encourage interest," said Whitenect.

The committee will have its first opportunity to address membership in person at the Education Meeting. Other outreach is planned, including talking with committee chairs about the volunteers currently serving, having more opportunities to talk one on one with membership at the Education Meeting, and taking advantage of

communications such as the *Association News*.

Whitenect envisions the most challenging aspect will be finding candidates to fill the slate of 22 when a slate in past years numbered half that, at most. From her experience with the New Brunswick board, Whitenect believes it is important for the Nominating Committee to begin long-range planning to build a pool of volunteer leaders. "It's really important that we look beyond the current needs and look at future planning so that we have a collection of people to call upon," she said. "It adds to the robustness of the organization."

The seven Board of Directors seats up for election in November are: president-elect, secretary, and five director at large seats, including the three new positions created in 2015 by the adoption of bylaws amendments. Two of the director at large seats are for licensed social workers; one seat is for a member board staff member; and one seat is for a public member. The fifth seat is designated as an open seat, which means that it may be filled by a licensed social worker, a public member, or a member board staff member. According to the bylaws, the election for the Director at Large Open seat is held in odd years. To bridge the gap until the 2017 elections, the candidate elected to this seat will serve a one-year transitional term. If otherwise eligible, the candidate elected to the one-year term may be nominated for a full two-year term (or terms, depending on the bylaws requirements) after completing service during this transitional year.

Four seats on the Nominating Committee will be up for election



*The 2016 Nominating Committee includes Sandra Barlow (FL), Anwar Najor-Durack (MI), and Chair Barb Whitenect (NB). Not shown: Dorinda Noble (TX).*

this year, two added due to 2015 bylaws amendments. Candidates for three of these seats will be elected for two-year terms. The fourth seat will be filled by a candidate elected to a one-year transitional term to fulfill bylaws requirements for election for this seat to be held in odd-numbered years. This term rotation creates continuity. Barlow and Whitenect served on the committee last year and will complete their terms this year. Najor-Durack was elected in 2015 and will serve until 2017. She will provide the continuity and experience to guide the four new members who are elected this year.

While having two candidates run for each open position is optimal, it is possible that only one candidate may be slated for some positions during these elections. Such a scenario is not unprecedented, as happened in 2015 and in 2000, when only one candidate was put forward for the director at large, public member seat on the Board of Directors. Developing a pool of members interested in serving in leadership positions as Whitenect suggests builds capacity for the future and turns a potentially disruptive process, nominations from the

floor, into a supportive one.

Service on the Nominating Committee is a serious commitment of time, brainpower, and energy to identify the best leaders for the organization. Committee members are assisted in this major undertaking by ASWB staff members Dwight Hymans, executive vice president, and Melissa Ryder, executive services manager. Committee members and staff cannot do it alone, however, said Whitenect. "Membership involvement is critical to our success."

Members who are interested in nominating themselves or someone else for a position on the Board of Directors or the Nominating Committee may submit their recommendations through the [ASWB website](http://www.aswb.org). Suggestions may be made by any board or staff member or by a board as a whole. Prior service on an ASWB committee or task force and attendance at ASWB meetings are important prerequisites for most elected positions. Other requirements are outlined in the recommendation forms. The deadline for submitting recommendations is July 1, 2016.



## Gifts that keep on giving

*ASWB's Philanthropy and Social Affairs Team unites staff, strengthens community*

Candidate Services Representative Tessa Jones is enthusiastic about ASWB's Philanthropy and Social Affairs Team. "I love it! I'm a people person—giving and doing things to help people is something that I really enjoy." Jones served as chair of the team in 2015, leading ASWB's efforts to support community activities in Culpeper and the surrounding area.

Originally created in 2013, the Philanthropy and Social Affairs Team comprises ASWB employees from throughout the organization, putting the decision-making for community activities in the hands of the employees who live and work there. "We want to benefit our area," Jones says, by supporting nonprofits that make the region a better place to live and work. In 2015, the team supported numerous community agencies, including Hospice of the Piedmont, the Culpeper County Public Library, the American Cancer Society's Relay for Life, and Services to Abused Families (SAFE), the regional domestic violence agency.

With an annual budget of \$6,200 to distribute last year, the team takes its work very seriously. "We want to make sure we're doing the best we can with the time and resources we have," Jones says. The group meets monthly, reviewing requests from

employees, regional nonprofits, and team members themselves. Often, ASWB's support comes with more than just a financial donation. Bowling for Seniors, an annual community event to support regional services to the aging, drew five ASWB bowling teams made up of employees and their families. The teams enjoyed an afternoon of bowling and socializing for a good cause. These events "are a chance for employees and families to get together," Jones says. "You get to meet people you don't ordinarily meet," including staff members from different departments.

That interaction, whether it comes through an afternoon of bowling, walking together in the Relay for Life, or shopping for low-income seniors through the community Angel Tree, is key to ASWB's efforts to maintain a cohesive organizational culture. With more than 40 employees divided among four different buildings, ASWB has seen a great deal of growth since the Philanthropy and Social Affairs Team was formed. By working on this cross-departmental team, ASWB staff enhance their working relationships and strengthen the organization's operations.

Because of her work on the team—the due diligence done on requests, conversations with her coworkers about what the community



*ASWB Philanthropy and Social Affairs Team members Tessa Jones (chair), Sylvia Christian, and Cindy Grotz. Other team members include Jessica Johnson and Pat Olinger, liaison.*

needs—Jones took additional steps this year to make ASWB’s philanthropy known within the association. Culpeper is home to an annual event known as Pamper Me Pink, which promotes breast cancer awareness and raises funds to provide mammograms for women in the community. When ASWB contributed to the event in October, Jones went the extra mile to provide information in the office reception area about breast cancer and ASWB’s role in Pamper Me Pink, complete with a photo of the team in a bright pink frame. Likewise, when ASWB contributed to SAFE, the local domestic abuse agency, Jones made sure that ASWB staff had access to information about SAFE and about domestic violence in general.

The association is well served by the work that the Philanthropy and Social Affairs Team does. Not only does work in the local community make ASWB more visible to potential staff, but by supporting local organizations, ASWB strengthens the community where its employees live and work. “By giving locally, ASWB can build a healthier community for our employees, while also demonstrating the core values of the social work profession,” says CEO Mary Jo Monahan.



## Building support through collaboration



by M. Jenise Comer,  
LCSW, MSW, ACSW  
ASWB President

In November 2013, the Board of Directors “performed” a new strategic plan that was approved by the Delegate Assembly. One of the strategic initiatives is to “Broaden stakeholder relationships for the regulatory community.” The purpose of that initiative is to build collaborations that embrace regulation to ensure public protection. The objectives to achieve this initiative involve increasing public, academic, and professional knowledge about ASWB as an organization. Specifically, staff and Board members attend meetings and social work conferences sponsored by other associations and organizations to promote the work of regulation.

One such meeting that the CEO and Board President attend is the annual Council on Social Work Education (CSWE) Roundtable, held the first Friday in December. This meeting brings together representatives from many social work organizations to discuss current plans and strategies addressed by each group, identify new initiatives, and discover ways that we can partner and collaborate to advance our agendas. This year, ASWB’s efforts to increase licensure mobility and portability were presented to the group. Our discussion put the issue on the radar screen for other presidents and

CEOs to think about and provide feedback to inform and support our work.

At that meeting, I was particularly impressed with the presentation provided by The American Academy of Social Work and Social Welfare about its groundbreaking initiative called the [Grand Challenges of Social Work](#). The intent of the initiative is to harness the power of social work to address the most pressing problems in our society. Social work regulation is directly connected to the last challenge category, Creating a Just Society, because regulation is a social justice issue.

As president, I am excited to share ASWB’s participation in five upcoming events with other social workers and organizations during Social Work Month in March and in April. On March 2, ASWB will partner with the Congressional Research Institute for Social Work and Policy (CRISP), the National Association of Social Workers (NASW), and CSWE to co-sponsor Social Work Day on the Hill in Washington, D.C. ASWB CEO Mary Jo Monahan, Executive Vice President Dwight Hymans, and I will attend the Policy and Politics Symposium and other activities planned throughout the day. Mary Jo will have an opportunity to speak during the event. While I

cannot predict what she will say, her message could provide a platform to advance our “Grand Challenge,” which is licensure mobility in this lifetime.

On March 23, former ASWB Board secretary Sandra Starks, current Board secretary Fran Franklin, and I will present a workshop titled “Public Protection and Social Justice: Working in Harmony to Meet the Needs of Vulnerable Families and Communities” at the 48th annual conference of the National Association of Black Social Workers in New Orleans, Louisiana. A current MSW student from Western Kentucky State University was added to the panel to present her perspective on the importance of social work practice mobility.

On April 1, Dwight Hymans and I will present a workshop titled “Millennials Want Mobility: The Educators’ Role in Achieving Social Work Practice Mobility” at the 33rd annual Baccalaureate Program Directors (BPD) conference in Dallas, Texas. While attending the conference, Dwight, Fran, and I are planning to meet with BPD board members and other key stakeholders to discuss mobility.

On April 2, ASWB’s Mobility Task Force will have a second face to face meeting in Reston, Virginia, to report out on team research efforts and findings. The five teams will also plan their panel presentation during the Association Education

Meeting later that month.

Our fervor to work collaboratively reaches the apex during our Education Meeting. For the first time ever, representatives from six social work associations in North America will deliver a groundbreaking presentation titled “We’re All in This Together – Mobility through Collaboration.” Moderated by task force member Deana Morrow, the panel will include Darla Spence Coffey, CSWE; Heidi McIntosh, NASW; Mary Jo Monahan, ASWB; and Fred Phelps, Canadian Association of Social Workers (CASW); John Mayr, Canadian Council on Social Work Regulation (CCSWR); and Dixon Sookraj, Canadian Association of Social Work Educators (CASWE). This unprecedented assembly will explore the interconnected responsibilities and strengths of social work organizations focusing on education, practice, and regulation and how we can collaborate to achieve a mobility model that fits for the profession.

I invite you to attend the [ASWB Education Meeting](#) in Jersey City, New Jersey, April 28–30. As you can see, we are all excited, enthusiastic, and committed to the pursuit of practice mobility through collaboration.



# ASWB member boards, in their own words

*Useless tidbits about Minnesota from the editors:*

- Minnesota has 90,000 miles of shoreline, which is more than California, Florida, and Hawaii combined.
- Bob Dylan was born in Duluth in 1941. Minnesota is also the birthplace for these celebrities: Prince, Chris Pratt, Judy Garland, Jessica Lange, and F. Scott Fitzgerald.
- The first can of Spam was produced in Austin, Minn., by The Hormel Company in 1937.
- A 55-foot-tall statue of the Jolly Green Giant is a popular tourist attraction in Blue Earth, Minn. The iconic figure was the mascot of the Minnesota Valley Canning Company, which was founded in Le Seuer, Minn., in 1903, renamed the Green Giant Company in 1950, and is now a division of General Mills.

**Name of jurisdiction:** Minnesota

**Name of board:**  
Minnesota Board of Social Work

**Number of board members:**  
15 members total; 5 public members and 10 professional members  
Appointed by the governor to serve four-year, staggered terms

**Licensure categories offered:**  
Minnesota has the following four permanent social work licenses, which you can apply for through examination or endorsement:

- Licensed Social Worker (LSW) - Bachelor license
- Licensed Graduate Social Worker (LGSW) – Graduate license
- Licensed Independent Social Worker (LISW) – Graduate license requiring 4,000 hours of non-clinical supervised practice
- Licensed Independent Clinical Social Worker (LICSW) – Graduate license requiring 4,000 hours of clinical supervised practice

Complete details regarding the license requirements can be found at [Minnesota Statutes, Section 148E.055](#).

**Number of licensees:** (As of February 2016)

Licensed Social Worker (LSW)	5,985
Licensed Graduate Social Worker (LGSW)	2,370
Licensed Independent Social Worker (LISW)	787
Licensed Independent Clinical Social Worker (LICSW)	5,091
<b>Total</b>	<b>14,233</b>

**ASWB  
profiles**

**Biggest achievement in the past 12 months:**

- The 2012 Legislature made changes to Minnesota social work licensing exemptions. As of July 1, 2016, newly hired social work employees of (1) Minnesota city and state agencies and (2) Minnesota private nonprofit, nontribal agencies whose primary service focus addresses ethnic minority populations and who are themselves members of ethnic minority populations within those agencies must be licensed.
- More than 500 individuals from these previously exempt agencies became licensed through a two-year grandfathering opportunity. Tribal agency social workers were also offered the opportunity to become licensed through grandfathering.
- In October 2015 the board hosted a very successful all-day Educational Event and Training for these newly grandfathered licensees with a focus on ethical practice, license renewal, and continuing education requirements, and supervision. Board members and board staff were available to answer individual questions.
- 137 newly grandfathered licensees, including more than 50 percent members of ethnic racial communities, attended the training.
- 8 board members, 12 board staff, and 9 professional associations participated.

**Biggest lesson learned in the past 12 months:**

The Minnesota Board of Social Work experienced a significant increase in the number of applications received, licenses granted, and more complex complaints during a time of unexpected staff transitions. While balancing resources, the board focused on staying the course to fulfill its mission of “ensuring the residents of Minnesota quality social work services by establishing and enforcing professional standards.”

**Biggest challenge facing the board:**

Expand use of technology internally to streamline board processes and externally to support the board’s mission of public protection.

**(complete the sentence) “I would really love to hear about how other jurisdictions...**

utilize social media

**Completed by:**

Kate Zacher-Pate, Executive Director