With gratitude

No one who achieves success does so without the help of others. The wise and confident acknowledge this help with gratitude.—Alfred North Whitehead

There is much to be grateful for as I think about the last year and consider the last three years since I had the honor to be hired as your chief executive officer in 2013. ASWB has evolved into a complex, mature, and influential organization that is leading the social work profession in important initiatives such as practice mobility and license portability. The strength of ASWB is in its people: the staff, the Board of Directors, and our membership. It is to all of you that I offer more than thanks for your contributions—I offer my gratitude.

First, I am grateful for our excellent ASWB staff who have done an incredible job of working “Full Speed Ahead” this year, a reference to our operational theme of 2016. I also thank their families for supporting their dedication to our organization and our members. Our staff is one of ASWB’s most important assets.

Over the last three years, staff size has increased from a full-time equivalent (FTE) of 28 to 47 FTE today. We will most likely reach 50 staff members in 2017. By working together through collaborative interdepartmental partnerships, staff is ensuring that the organization is “outperforming our assets” to position ASWB to achieve our strategic objectives.

As staff size has increased, so also has our balance sheet. It has doubled from $12 million to $24 million. The Finance Committee, Board of Directors, and staff have provided stewardship of our human and fiscal resources in support of that growth.

I am grateful to the dedicated and knowledgeable members of the Board of Directors for providing governance to the organization. They each have embraced their governance responsibilities to guide the association in a mutually respectful partnership with staff. It has been my privilege to learn, stretch, and grow with them this past year.

Finally, I am grateful to you, our members. We could not function at such a high level without you—especially those who have stepped up to serve in a volunteer leadership capacity for ASWB this year and those who “threw your hat in the ring” for the largest election held in ASWB history.

I was blown away by the enthusiastic response to the Nominating Committee’s call to action and the sincere interest in contributing to ASWB in a volunteer capacity demonstrated by the members who participated in the process.

One of the four strategic Initiatives
on the 2014-2018 Strategic Plan is to develop leadership capacity throughout the organization. The elections just completed at the 2016 Annual Meeting of the Delegate Assembly are a major accomplishment and manifestation of successful progress toward this objective.

I am grateful because I know that most of you are already volunteering your precious time by serving on your jurisdictional board or college, so we truly thank you for digging deep and finding the time to say yes to ASWB’s further requests for your time and expertise.

You are all exceptional leadership resources for ASWB, and our organization is stronger because of you.

Thank You!
The power of networking

The day before the 2016 Annual Meeting of the Delegate Assembly began, more than 70 administrators and volunteer regulators learned that boundaries are important, even in preconference meetings. The Administrators Forum and the Board Member Exchange (BMX) were in separate meeting rooms at the US Grant Hotel in San Diego, California. The rooms’ entrances were separated by a hallway, but the two rooms shared an air wall (a folding wall that can divide a large ballroom into smaller rooms). Air walls are flexible, but not as sound-proof as fixed walls, the groups found.

The pre-meeting music in the Board Member Exchange (cued up by co-facilitator Barb Whitenect of New Brunswick) bled a bit into the Administrators Forum meeting room, and the BMX participants could hear the administrators’ laughter from time to time. Fortunately, however, there were very few “boundary violations” between the two groups as the day went on.

Co-facilitator Mark Gianino of Massachusetts joined Whitenect as the two reprised their roles from the fall 2015 BMX. Again, their session featured an offbeat icebreaker. Participants had to list things that everyone at their table had in common. The overwhelming favorite was one table where everyone knew how to drive a tractor. Following introductions, the board members attending were able to select from among eight different table topics to discuss issues facing their boards. The format featured three rounds of discussions so that participants could circulate among the tables to dig deep into the topics. Table groups discussed supervision, continuing competency, board and staff relations, exemptions in regulation, jurisprudence exams, public awareness campaigns, social work practice mobility, and composite boards.

In the afternoon, two staff members spoke with attendees about ASWB programs and services. Jennifer Henkel, director of member services, joined the BMX to discuss ASWB’s Model Social Work Practice Act and Bobbie Hartman, marketing and publications manager, gave the group a tour of ASWB’s new website for the mobility initiative, www.movingsocialwork.org.

As with previous BMX sessions, attendees appreciated the chance to talk with their fellow regulators about the challenges of social work regulation. Evaluations from the meeting included praise for Gianino and Whitenect, who kept the session moving while still allowing for detailed conversations.
“There’s enough structure [to the BMX] to keep us on track,” says Greg Winkler of Wisconsin, “but it’s highly adaptable and inclusive.”

On the other side of the air wall, the administrators moved through a packed agenda of their own, led by forum chair Kim Frakes of Nevada. In addition to the informative introductions and updates from attending jurisdictions, the administrators heard from several ASWB departments:

- Dan Sheehan, information technology manager, gave a thorough review of the Public Protection Database, a system that stores and reports on disciplinary actions against licensed social workers. PPD is a key service to ASWB members, Sheehan pointed out. Not only can it flag applicants who may have a history of sanctions, but it can also help social work boards in the United States with reporting to the National Practitioners Databank, a federal system that tracks disciplinary actions about health care and behavioral health professionals.

- Lavina Harless, director of examination development, gave the administrators an overview of the exam development process, with a special emphasis on the practice analysis that is just finishing up. New blueprints will be published in 2017, with new exams online in 2018.

- Tanya Carpenter, director of examination administration, talked with administrators about the work of the Candidate Services Center, which continues to handle a record number of phone calls, despite an online exam registration rate that exceeds 70 percent.

Similar to survey responses about the BMX, reviews of the Administrators Forum were favorable. “Learned a lot,” said one respondent, “and brought a lot of information back with me to review.”

Both the Board Member Exchange and the Administrators Forum will meet again in April, when the association holds its 2017 Association Education Meeting in Henderson, Nevada.
Reporting from the 2016 Annual Meeting of the Delegate Assembly

Family time

LAURA THIESEN of Alaska was looking forward to visiting her son and new grandchild after the Annual Meeting of the Delegate Assembly. Her son is retiring from the military soon.

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First and last

RICHARD DE LA RONDE, president of the Manitoba College of Social Workers, was attending his first ASWB Annual Meeting, while CURTIS MAGNUSON, chair of the British Columbia College of Social Workers, was attending his last. After many years of service, CURTIS will no longer be on the board in 2017.

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Getting Real about Atlanta

ENDSLEY REAL of Georgia invited members to the 2017 Annual Meeting of the Delegate Assembly in Atlanta by noting that it’s the town where Coca-Cola—It’s the Real Thing—makes its home, among other claims to fame.

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Congratulations on your retirement!

ASWB President M. JENISE COMER of Missouri taught her last classes in December as a professor of social work and will officially retire from her position as BSW program director at the University of Central Missouri at the end of the year.

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Your name could be featured here! Send all news and pictures to Jayne Wood, newsletter editor, at jwood@aswb.org or call Jayne at 800.225.6880, ext. 3075. We need your input.
Happy Birthday!!

We learned that VICKI WILLIAMS of Tennessee celebrated a birthday in San Diego. She didn’t share which one.

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Jumpin’ gymnasts!

JIM MARKS of Oklahoma shared that his daughter ALEX is a member of the 2016 national championship University of Oklahoma women’s gymnastic squad.

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Are you my cousin?

RICHARD DE LA RONDE of Manitoba and ANGIE HIRSCH of MINNESOTA discovered in San Diego that they are cousins by marriage!

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Making a difference

ASWB’s Philanthropy and Social Affairs Team continued its outreach to the Culpeper, Virginia, community by donating to a number of charitable organizations serving people in need. In the fourth quarter, ASWB donated to Culpeper Habitat for Humanity; the Blue & Red Santa Project of the Culpeper fire and police departments; the Power Pack program, which provides weekend meals and snacks to in-need schoolchildren; and the Best Buddies program for people with intellectual and developmental disabilities. Team members in 2016 include JESSICA JOHNSON, chair; CINDY GROTZ, LISA CASLER HAUN, MICHELE SMITH, and AMY NASH.
High ethical standards. Steadfast commitment. Promoting collaboration. Decade of service.

Richard Gregory of Alberta and David Hamilton of New York receive ASWB’s highest honors

The Sunny Andrews Award for Outstanding Commitment to Social Work Regulatory Board Service and the Glenda McDonald Board Administrator Award for Outstanding Commitment to Social Work Regulatory Board Service were created to recognize qualities like these. And the 2016 recipients of these awards continue to exemplify the hard work of social work regulators to protect the public.

Both winners were honored at ASWB’s 2016 Annual Meeting of the Delegate Assembly in San Diego, California, on November 19, 2016.

Richard Gregory of the Alberta College of Social Workers (ACSW) was recognized with the Sunny Andrews Award for more than ten years of service to the college’s regulatory efforts. ACSW Executive Director and Registrar Lynn King praised Gregory’s commitment to ACSW when she presented the award, saying that Gregory is well known “as a strong supporter of the role that regulation and mandatory registration play in serving and protecting the public.”

Gregory served on the ACSW council—the organization’s governing body—for five terms, culminating with a term as president. Through it all, Gregory carried out his work with “humor and grace,” King said. He demonstrated much of that humor and grace in his acceptance speech, saying: “She says, ‘Would you like to say a few words?’ Put a microphone in front of me and try to stop me!” Gregory also pointed out that he was on the ACSW council when Alberta became the first province to join ASWB. “I was very proud to say that I was one of the people on council when that happened, that I voted for that to happen,” Gregory said.
David Hamilton, executive secretary of the New York Board of Social Work, was recognized with the Glenda McDonald Award for his years of dedicated service to licensed social workers, the social work board, and his supportive leadership within ASWB. Always willing to share his expertise and insight on regulatory issues, Hamilton was presented the award by New York board member Carmen Collado. “He has been an inspiration to me,” says Collado, “in his dedication to our field. I truly admire his positive energy, his ethics and high standards.” Collado listed many of Hamilton’s accomplishments with the New York board, including the expansion of licensing in New York to include Licensed Master Social Workers. “David has made his top priority ensuring that the public is served by qualified, licensed professionals who are accountable for their work.”

Because of travel restrictions for New York state employees, Hamilton accepted his award via Skype. “I appreciate this award,” Hamilton said, “and especially the fact that it was named for Glenda, whom I had the opportunity to work with over the years. …I’m proud to be selected from so many dedicated and committed individuals to receive this award.”

Hamilton is the first recipient of the award for social work regulatory administrators since the award was renamed by the ASWB Board of Directors in 2015. The award was named in memory of Glenda McDonald, longtime registrar of the Ontario College of Social Workers and Social Service Workers and an active ASWB volunteer. The Sunny Andrews Award is named in honor of Sunny Andrews of Iowa, a longtime board member and former president of the ASWB Board of Directors.
Taking care of business

A summary of the work of ASWB’s Board of Directors at its meetings in San Diego, California, November 17 and November 19, 2016

The ASWB Board of Directors met in person on Thursday, November 17, and Saturday, November 19, at the US Grant Hotel in San Diego, California, in sessions before and after the 2016 Annual Meeting of the Delegate Assembly. Here is a recap of the activities of the Board at those meetings.

**From the November 17 meeting**

*Treasurer’s report:* Board members reviewed financial statements through September 30, 2016, and received an update on investments. Treasurer Mel Harrington discussed ASWB’s investments, noting a realized loss due to the sale of underperforming funds. Staff provided a report from the investment firm showing that ASWB’s portfolio of investments is outperforming its benchmarks.

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

**Lens of Mobility.** The Board received a report from ASWB’s CEO about the importance of decision-making processes by staff and Board being filtered through the “Lens of Mobility,” so that the strategic objective of practice mobility remains a high priority.

**Use of the Executive Committee.** The Board reviewed a white paper on the use of an executive committee and revisited a discussion from a previous Board meeting of whether an executive committee is needed to conduct specific elements of Board business such as the evaluation of the CEO. The Board voted to table the discussion for a subsequent Board meeting.

**CEO serving on the Board as a nonvoting member.** The Board reviewed a white paper outlining best practices with respect to the CEO serving as an ex officio (nonvoting) member of the Board and a recommendation to forward the proposal to the 2017 Bylaws and Resolutions Committee for consideration. A number of Board members shared their own research on the subject. The Board voted not to approve the recommendation.

**Follow-up from the August 5, 2016, Board retreat.** The Board received a report from an ad hoc committee comprising three Board members to summarize outcomes of the Board Retreat with recommendations for actions to be considered for implementation. After discussion, the Board accepted the report subject to a minor editorial adjustment. The Board also received a report from two other Board members providing a description of ASWB’s Board culture, its values, and norms as outcomes from the Board Retreat.
Review and adjustment of strategy:

Review of 2014-2018 Strategic Plan. The Board evaluated progress toward strategic objectives as part of a midcourse review.

Board governance evaluation. The Board evaluated progress toward its 2016 Board governance goals.

Preparation for Delegate Assembly. The Board received a report from staff on the status of elections, as one candidate had to withdraw due to pending jurisdictional legislation related to regulatory board composition. The Board reviewed the Delegate Assembly logistics and activities.

Executive session: The Board entered executive session to discuss personnel matters of the association.

Policy discussion: The Board received a white paper about succession planning and accepted the recommendation to appoint a task force to work with the CEO to develop a succession planning policy in 2017.

Building update: The Board received a report from staff on the status of the headquarters building project.

Approval of Minutes and confirmation of decisions made in email meetings: The Board approved the amended minutes from the January 28, 2016, Board meeting and approved the November 9, 2016, Board minutes and confirmed the decisions made in email meetings conducted on September 2, October 12, October 19, and October 31, 2016.

Committee/Task Force/Meetings reports: The Board received a report from staff about the work of the Practice Analysis Task Force and reports from Board members attending the Federation of Associations of Regulatory Boards (FARB) Regulatory Law Seminar and the Council on Licensure, Enforcement, and Regulation (CLEAR) Annual Education Conference. The Board also previewed the Mobility Task Force report to be presented at the Annual Meeting of the Delegate Assembly.

Consent agenda: Reports approved via consent agenda included: Leadership reports from the CEO and the Board president, the Chief Operating Officer’s report, and the Foundation report.

From the November 19 meeting

Introductions of Board members: Board members introduced themselves through a game of association with other Board members.

Teamwork and leadership: The Board president and the CEO reviewed ASWB’s mission and values with the members of the Board and discussed the partnership between Board members and staff in carrying out the leadership duties of governance and operations.

General legal information: Board members received information about fiduciary responsibilities and their duties as Board members from ASWB’s legal counsel.

Board meetings: The Board received operational information from staff about how Board meetings are conducted, accessing materials, participation on the email list serve, and email voting procedures.

Orientation of new Board members: New Board members were given information about materials that they will receive in preparation for the January 2017 Board meeting and their governance responsibilities.

Review of Exam Committee appointments: The Board approved appointments of 2017 Exam Committee members proposed by the president.
Unanimous agreement for proposed bylaws changes

With a unanimous vote on November 19, the 48 delegates attending ASWB’s 2016 Annual Meeting of the Delegate Assembly in San Diego, California, adopted the amendments proposed by the Bylaws and Resolutions Committee.

In her report to the membership the day before the vote, committee chair Carla Moore of Louisiana reviewed the amendments and the rationales for the recommendations and thanked the committee for its hard work, both in conference calls and during the committee’s in-person meeting in July. In addition to proposing amendments related to Article VII. Board of Directors and Officers of ASWB’s bylaws, the committee also reviewed the ASWB Policy Manual and found no inconsistencies with the current bylaws or association practice.

As prescribed by the ASWB bylaws, ASWB CEO Mary Jo Monahan sent the proposed amendments to delegates, board chairs, and administrators at least 60 days prior to the annual meeting. A conference call listening session was held on October 31 to review the proposed amendments. Hosted by committee chair Carla Moore and committee member Kristi

2016 Bylaws and Resolutions Committee members (left to right): Kristi Plotner (MS), Brian Carnahan (OH), Timothy Martel Brown (TX), Chair Carla Moore (LA), Ebony Clarke (OR), Board liaison Meenakshi Budhraja (AR), Claude Leblond (QC)
Plotner of Mississippi, the call was attended by eight jurisdictional board members and staff. A Bylaws Voting Summary document previewed the recommendations and was available electronically. A printed copy of the voting summary was provided at every table during the meeting.

The proposed changes are summarized here. The bylaws as amended are available on the ASWB website.

The 2016 bylaws amendments adopted by a 48/0 vote of the delegates are:

- A limit of four elected consecutive terms excluding the Office of President is established for individuals currently serving on or employed by their boards as long as all other eligibility criteria in the bylaws are met.

- The Office of President is the last consecutive position served on the ASWB Board of Directors regardless of when an individual is elected to this position; upon completion of the four-year term, the incumbent is ineligible for nomination or appointment to the ASWB Board for a minimum of one election cycle.
  - The positions of President-Elect, President, and Past President are combined under a single heading of “Office of President” for clarity to show that the office is one, 4-year term.

- The words “in those positions” are added at the end of the subsection related to the offices of Secretary and Treasurer (Article VII., Section 7b), to clarify that the term limits defined are for the specific offices and not to service on the ASWB Board of Directors.

More detailed information about the committee’s charges, proposed amendments, and rationales is provided in the Bylaws and Resolutions Committee Report to the 2016 Annual Meeting of the Delegate Assembly.
Reception mixes leaders old and new

Having a welcome reception at the Annual Meeting of the Delegate Assembly is not a new idea, but using it to further committee recruitment by having the reception hosted by committee chairs was new at the 2016 annual meeting.

Building on the success of the nominating committee’s efforts at the 2016 Education Conference ASWB, staff decided to encourage potential volunteers to consider committee service by highlighting six out of the seven committees in an informal setting. The reception, held in the area in front of the ballroom in the US Grant Hotel, was viewed as a great way for people to meet the current committee chairs and find out what they do in that capacity. Committee interest forms were available at the reception for those ready to take the next step and a number of them were completed in San Diego and another 15 were completed online.

Committee chairs, many wearing ASWB t-shirts which made them easy to spot, explained what their committee was charged to do and what a committee appointment would mean to a new committee member. These informal interactions at the reception sparked interest in the committee reports the following day.

Of the people who responded to a question about the reception on the meeting evaluation, 64 percent said they had learned more than they already knew about service and leadership roles with ASWB. One of the attendees reported they now “understand roles better,” while another wrote, “Opportunities to discuss committee service and leadership were numerous. Culture is warm and engaging and participants feel welcome and valued.”

Once she returned from the Delegate Assembly, Melissa Ryder, volunteer engagement and outreach senior manager, looked at information provided by the 116 attendees--members, committee chairs, liaisons to the Board of Directors--about their committee experiences. She will use the candid responses about the various segments of the Delegate Assembly to help evaluate which are the most vital.

As part of committee recruitment and outreach, Ryder is also trying, “to determine how to support the effectiveness of committee work and to ascertain whether the time commitment required was what volunteers had initially been led to expect.” Ryder explained, “In addition to increasing the pool of potential volunteers and helping new committee members get off to
a good start, focusing on the steps helps grow leadership.”

Survey results might also be one of the criteria used by the ASWB President in making committee appointments for 2017. This thoughtful, detailed process takes into consideration geographic and ethnic diversity, a desire for Canadian participation, as well as a volunteer’s interests and strengths.

Ryder added, “If we know someone is interested in volunteering we can contact him or her directly. We might otherwise rely too heavily on the same people who have been volunteering or put someone else in an uncomfortable spot by asking for their participation at a time when they do not feel ready or their schedule does not permit.”

ASWB is extremely fortunate that new volunteers with strong leadership skills are joining the ranks of those who continue, year after year, to support our mission and objectives.
Boards of social work are statutorily created and delegated with the authority to regulate the profession by enforcing the practice act in the interest of public protection. In general, boards are empowered through legislative action and can only undertake actions that fall within the scope of the delegated authority. As part of this authority, boards promulgate rules/regulations that provide an additional layer of specificity using the expertise of the board members. Once duly promulgated, these rules/regulations have force of law and licensees found to have violated them are subject to administrative (and sometimes criminal) sanction(s). At times, statutes enacted by the legislature and signed into law by the executive branch are subject to legal scrutiny. The checks and balances of government as applied by each respective branch ensure that legislation meets constitutional criteria. Consider the following.

California Senate Bill 1172 (SB 1172), codified into the California Business and Professions Code, prohibits state licensed mental health providers from engaging in “sexual orientation change efforts” with minor patients. In previous litigation [Pickup v. Brown, 740 F.3d 1208 (9th Cir 2014)], SB 1172 was upheld as an appropriate legislative enactment. Multiple mental health providers (Plaintiffs) alleged that the law violated the First Amendment free speech rights, was overly broad, and violated fundamental parental rights. While the Pickup case upheld SB 1172, the Court remanded the matter to the United States District Court for the Eastern District of California for additional review under different constitutional challenges.

On remand, the Plaintiffs argued that SB 1172 violated the Establishment and Free Exercise clauses of the First Amendment and violated the privacy rights of the minor clients. The Establishment and Free Exercise clauses of the First Amendment state: “Congress shall make no law respecting an establishment of religion, or prohibiting the free exercise thereof... .” The Plaintiffs continued to assert that SB 1172 entangles the State with religion in violation of the First Amendment. The District Court held in favor of the State and again upheld the validity of SB 1172. The court held that SB 1172 survived legal scrutiny because it was rationally related to a legitimate government interest of protecting the well-being of minors. A rational relation test is the “lowest” standard and is met when the challenged legislation
merely meets a test that rationally supports its basis. The Plaintiffs appealed this second ruling to the 9th Circuit Court of Appeals.

Before the 9th Circuit, the Plaintiffs argued that the District Court should have applied a “strict scrutiny” test to assess the sustainability of the law under the Establishment and Free Exercise clauses of the First Amendment. Under a strict scrutiny test, the State must establish that a compelling governmental interest exists and the law must be narrowly tailored to achieve that interest. This strict scrutiny test is the “highest” standard and is applied when fundamental rights are at stake.

In rejecting this argument, the 9th Circuit noted that the Plaintiffs are mistaken about the scope of SB 1172. Rather than regulating all conduct, SB 1172 applies only in the confines of the counselor-client relationship. The legislation regulates therapeutic treatment provided by a licensed mental health professional acting within the scope of that professional relationship, not expressive speech. To buttress this point, the 9th Circuit referenced that the State repeatedly and expressly “disavowed Plaintiffs’ expansive interpretation of the law.” Specifically, the State asserts that SB 1172 does not apply to members of the clergy “who are acting in their roles as clergy or pastoral counselors and providing religious counseling to congregants.” The law specifically exempts pastoral counselors and clergy so long as they do not hold themselves out as operating pursuant to a professional license. “In sum, because SB 1172 does not regulate conduct outside the scope of the counselor-client relationship, the law does not excessively entangle the State with religion.”

Next, the Plaintiffs argued that SB 1172 violates the Establishment Clause of the First Amendment because the law has the “principal or primary effect of advancing or inhibiting religion.” In rejecting this argument, the 9th Circuit noted that the stated purpose of the law was to protect the physical and psychological well-being of minors, including the lesbian, gay, bisexual, and transgender community, against the harms caused by sexual orientation change efforts (SOCE). Such a secular purpose, along with the fact that the law regulates only the conduct of state-licensed mental health providers, offsets any argument that SB 1172 advances or inhibits religion. As noted, a prohibition against SOCE applies regardless of the motivation for seeking treatment. The 9th Circuit rejected Plaintiffs’ arguments justifying an application of the First Amendment because some of those seeking SOCE treatment may be motivated by their religious beliefs. Without an exclusive focus on religion-driven decision-making, the legislature has the right to enact laws whose application may have an ancillary effect on a subset of the population. Indeed, the court cited numerous studies that identify many nonreligious bases for persons seeking SOCE. A prohibition of such secular treatment does not run afoul of the First Amendment.

Finally, the Plaintiffs argued that SB 1172 violated the right to privacy of the clients. The court characterized Plaintiffs’ argument that these minor clients have a substantive due process right to receive a particular form of treatment from a particular class of persons, namely California licensed mental health providers. The 9th Circuit quickly disposed of this argument, citing case law that finds that substantive due process rights do not extend to a type of treatment or to a particular type of mental health provider. Consequently, the 9th Circuit again affirmed the District Court and upheld SB 1172.

Legislation prohibiting an identified type or modality of treatment creates significant legal and practical issues. Properly drafted laws that apply across the spectrum of all practitioners and clients will likely be undisturbed by constitutional challenges. However, challenges will occur based upon the volatile nature of the rights at stake.

Welch v. Brown, 2016 U.S. App. LEXIS 15444 (9th Cir. 2016)
At the 2016 Annual Meeting of the Delegate Assembly, ASWB’s membership heard from 22 candidates vying for 11 seats, seven on the Board of Directors and four on the Nominating Committee. Candidate speeches were held in multiple rounds and some were conducted remotely because candidates were not able to attend in person. At the end of the day on Friday, November 18, a candidate reception gave members an opportunity to learn more about individual candidates’ positions and platforms. On Saturday, November 19, delegates voted. Electronic voting went smoothly for the third year, and voting was overseen by a panel of three tellers and Dale Atkinson, ASWB’s legal counsel.

**Board of Directors**

**President-elect**

Timothy Martel Brown of Texas won election as ASWB’s president-elect, the first year of a four-year term comprising the office of president. He will serve one year as president-elect, two years as president, and a final year as past president. Currently chair of the Texas State Board of Social Worker Examiners, Brown also has a long history of volunteer service with ASWB. Most recently he was a member of the Bylaws and

Seven members were elected to serve on the ASWB Board of Directors (left to right): Robert Payne (ID), director at large; Harold Dean (AR), director at large; Lisa Crockwell (NL), secretary; Tim Brown (TX), president-elect; Florence Huffman (KY), director at large; Richard Silver (QC), director at large; Ken Middlebrooks (MN), director at large.
Resolutions Committee from 2013 through 2016. Previously he served on the Nominating Committee two times, chairing it in 2015; the Program and Education Committee (now the REAL Committee); and the Board of Directors as treasurer, when he also served as chair of the Finance Committee. In 2015 he co-facilitated the first Board Member Colloquium (now the Board Member Exchange) at the Spring Education Meeting in Seattle. He received the Sunny Andrews Award in 2014.

Brown is a Licensed Clinical Social Worker with a Clinical Supervisor specialty recognition in Texas. He is associate chief social work, mental health, at the VA North Texas Health Care System (VANTHCS), providing supervision of 168 social workers, who provide services to VANTHCS eight sites; administering five programs, acting in the role of chief executive social work at times, and acting in the role of associate chief of staff mental health supervising a division with a full-time equivalent of 587 staff and a budget of $23 million.

**Secretary**

Elected as secretary, Lisa Crockwell of Newfoundland and Labrador will serve a two-year term. Crockwell is executive director and registrar of the Newfoundland and Labrador Association of Social Workers (NLASW), a position she has held for 17 years. Prior to that position, she worked in the mental health field and served on the NLASW Board of Directors and was chair of the Professional Issues Committee. She was the founding co-chair of the Newfoundland and Labrador Health Regulators Network and held the position of secretary on the first Executive Committee of the Canadian Council of Social Work Regulators. She is a Registered Social Worker in Newfoundland and Labrador.

Crockwell served on ASWB’s Regulation and Standards Committee for three years and was committee chair in 2015. She served on the Governance Task Force in 2013 through 2015 and currently serves on the Mobility Task Force. She received the Board Administrator Award in 2015.

**Director at Large, licensed social worker**

Harold Dean and Robert Payne won election as director at large, licensed social worker. Both will serve two-year terms.

Harold Dean is a Licensed Clinical Social Worker in Arkansas. Practice areas include mental health, geriatrics, medical social work, and oncology care. He holds an oncology social work certification (OSW-C) through the Board of Oncology Social Work Certification and has worked as a full-time oncology social worker for the last 23 years. Currently, Dean is the clinical social work program manager for the University of Arkansas for Medical Sciences Myeloma Institute. He was appointed to the Arkansas Social Work Licensing Board in 2013 and elected chairperson in 2014. He was appointed to serve on ASWB’s Mobility Task Force in 2015.

Robert Payne, LCSW, has been a social worker for more than 28 years. He currently is in private practice and recently became a mental health consultant for Higher Ground, a therapeutic recreation program for military veterans. Payne was appointed to fill an unexpired term on the Idaho Board of Social Work Examiners in 2000. Activity with ASWB includes New Board Member Training in 2000 and regular attendance at the Delegate Assembly of ASWB. He was a presenter at the 2014 ASWB Spring Education Meeting in St. Louis and co-facilitated the first ASWB Board Member Colloquium (now the Board Member Exchange) at the 2015 Spring Education Meeting in Seattle.

**Director at Large, public member**

Kenneth Middlebrooks of Minnesota was elected to one of the two director at large seats reserved for public members on the ASWB Board of Directors. He will serve a two-year term. Middlebrooks has served on the Minnesota Board of Social Work as public member since 2003. Prior to retirement, he spent more than 35 years as both a director and vice president of information technology in the retailing, financial, and manufacturing industries. He spent six years in the U.S. Air Force. Middlebrooks attended ASWB’s New Board Member Training in 2004 and has attended all ASWB annual meetings since 2007 as either delegate or alternate delegate. He served on the English as a Second Language Task Force; the Executive Search Committee; and the Bylaws and Resolutions Committee, chairing it in 2013. He received the ASWB Sunny Andrews Award in 2013.

**Director at Large, member board staff**

Florence Huffman, J.D., of Kentucky was elected to the director at large seat reserved for member board staff. She will serve a two-year term. Huffman has been executive director of the Kentucky Board of Social Work since 2014.
Prior to that, she practiced law and was a public defender, an assistant county prosecutor, and assistant general counsel for the Kentucky Department of Education. She later served as an administrative law judge and a guardian ad litem attorney for neglected and abused children. Participation with ASWB includes attendance at the Administrators Forum and serving as a member of the Mobility Task Force. She was a co-facilitator of the 2016 Administrators Workshop training program.

**Director at Large, open**

Richard Silver of Québec was elected to the director at large, open seat for a one-year transitional term. This new position on the ASWB Board may be filled by a licensed social worker or a public member of a jurisdictional member board or by a member board staff member. Silver just completed his second term on the ASWB Board as director at large, member board staff member. He served this year as Board liaison to the Regulation and Standards Committee and currently serves as volunteer facilitator of New Board Member Training. Prior service to ASWB includes member and chair of the Program and Education (now REAL) Committee, chair of the Nominating Committee, and Board liaison to the Bylaws and Resolutions Committee. Silver is a member of the Québec Bar and a Registered Social Worker. He practices as legal counsel to the Ordre des travailleurs sociaux et des thérapeutes conjugaux et familiaux du Québec and has been on staff at the order since 2001.

**Nominating Committee**

Claude Leblond of Québec was elected to a one-year transitional term on the Nominating Committee. From 2000 to June 2016, Leblond was president of the Ordre des travailleurs sociaux et des thérapeutes conjugaux et familiaux du Québec (OTSTCFQ) and was involved with the OTSTCFQ Executive Committee from 1996 to 2016. His involvement with ASWB began when he attended New Board Member Training in 2005. Since that time Leblond has attended every ASWB annual business meeting and all but two education meetings. He was a panelist at the 2015 Education Conference and was appointed four times to serve on the Bylaws and Resolutions Committee, most recently in 2016. In 2010 he was the first Canadian to receive the Sunny Andrews Award for Outstanding Commitment to Social Work Regulatory Board Service.

Jennifer Fulcher, Karine Levesque, and Greg Winkler were elected to two-year terms on the Nominating Committee.

Jennifer Fulcher is a Licensed Bachelor Social Worker in Mississippi. She is currently director of Community Based Services, Mississippi Division of Medicaid, and is responsible for helping rebalance the state’s long-term services and supports system. She was appointed to the Mississippi Board of Examiners for Social Workers and Marriage and Family Therapists in 2014. Her involvement with ASWB includes serving as delegate at the 2015 Annual Meeting and as a member of the Regulation and Standards Committee in 2016.

Karine Levesque, a Registered Social Worker and member of the New Brunswick Association of Social Workers (NBASW), has been a social worker in a home-based palliative and home health care unit for the Extra-Mural Program in Grand Falls, NB, since March 2000. She became involved with ASWB during her term as chair of NBASW from 2007 to 2011 and participated in the Spring Education Meetings and Annual
Meetings. She also attended New Board Member Training in 2007.

Greg Winkler, a Licensed Clinical Social Worker in Wisconsin, is the behavioral health division manager at Rock County Human Services Department in Janesville, Wisconsin, and works part-time for George Williams College as a field liaison. He became involved with ASWB in 2009 as an item writer and was appointed to the ASWB Exam Committee from 2012 to 2016. He served as Clinical co-chair on the committee from 2013 to 2016. He will become an item development consultant for the exam program in January 2017. In 2014, Winkler was appointed the clinical social work representative to Wisconsin’s licensing board and chaired the board in 2016. He has attended the ASWB Education Conference and the Delegate Assembly for the past three years.

Thank you, Nominating Committee!

In the largest election in ASWB history, the Nominating Committee completed its hard work over the past year by introducing the candidates to membership, hosting a candidate reception that allowed membership to meet with individual candidates, and enforcing the time limits on candidate speeches with good humor and discipline.

With so many candidates to hear from, there were bound to be challenges. Two candidates were not able to attend, and arrangements were made for them to give their speeches via Skype technology. Although the connections were tested and working well in the empty assembly hall, technology worked less well in real time. Brian Carnahan of Ohio had to withdraw unexpectedly because new legislation was being introduced in his jurisdiction concurrent with the annual meeting.

After all was said and done, however, the committee completed its charge to develop a slate of candidates for election to the Board of Directors and the Nominating Committee. In addition, the committee created a process to assist with developing the leadership capacity of the organization.

Nominating Committee members: Chair Barb Whitenect of New Brunswick, Sandra Barlow of Florida, Anwar Najor-Durack of Michigan, and Dorinda Noble of Texas, Board liaison.
A “perfect storm of opportunity”

Fitness is a way of life for this item development consultant. He calls his exercise regimen “energizing.”

Greg Winkler of Wisconsin has been a triathlete for many years, a fact well-known to the ASWB Exam Committee members on the Clinical exam subcommittee that he has served on for five years and chaired for the last three. When his service as committee member and again as committee chair ended, the other members of the committee gave him “parting gifts” fit for an athlete: running socks, a headlamp for night runs, T-shirts, and other fitness-related items. Such is the tradition of the Exam Committee awards program. In addition to being honored for their service by ASWB, those ending their terms receive mementos from the other members of their respective committees. After spending countless hours in darkened rooms four weekends a year to review items—as exam questions are called—committee members get to know each other quite well.

For Winkler, fitness is a way of life, not only providing stress relief as he navigates a self-admitted “intentionally” full schedule but helping him become efficient at juggling priorities. Thanks, he says, to a flexible work schedule and an understanding and supportive boss, Winkler finds time to bike, run, and swim to keep in shape for those triathlons as well as serve as field liaison to 12 students at George Williams College. In his work life, the one with the understanding boss, Winkler is manager of the Behavioral Health Division at Rock County Human Services Department, where he oversees a staff of 140 and 16 programs that rely largely on public funding and incorporate multiple levels of regulations. These programs include crisis intervention, several intensive case management programs, substance abuse treatment courts, and outpatient mental health clinics. In addition to his full-time job and his part-time field liaison position, Winkler also serves on the Wisconsin licensing board, which he chaired this year and will serve on until July 2019.

Metaphorically, “fitness” also factors into Winkler’s evolving role in ASWB’s exam development program. As committee member and chair, he was responsible for reviewing items for their fitness to be pretested on the Clinical exam.
As an item development consultant, he will be responsible for overseeing the work of item writers assigned to the Clinical exam and mentoring them to compose items fit for review by the Exam Committee.

Winkler first joined ASWB as an item writer in 2000. Due to unexpected challenges in his job at the time, he left the program after a year. His interest continued, however, and he reapplied to the program in 2009. He was selected again and worked as an item writer until 2012, when he was appointed to the Exam Committee. He enjoyed being an item writer and says that his experience working with his item development consultant will be helpful as he prepares to fill that role.

“I love the writing process and trying to find ways to tell stories that make sense and are interesting to readers,” Winkler says. In fact, he worked as a freelance writer submitting travel and human interest stories to the summer edition of a local newspaper in Wisconsin for 17 years. With his writing and teaching experience, he says, he hopes the feedback he gives as a consultant and coach will help the people he works with become stronger writers.

Winkler says, “When I got involved with the Exam Committee, a whole world I didn’t know existed opened up to me.” The world Winkler is referring to is the world of social work regulation. He was appointed by the governor in 2014 to fill an unexpired term as the clinical social work representative on the Wisconsin regulatory board for social workers, marriage and family therapists, and professional counselors. With that responsibility came more involvement with ASWB. He has attended ASWB’s education meetings and business meetings for the last three years. Over that time, he says, he has developed “an appreciation of the benefits of regulation and a passion for its thoughtful application.”

It was at the 2016 Association Education Meeting that he first thought about service on an ASWB committee outside the Exam Committee, in large part because of the outreach done by the members of the Nominating Committee. He says: “Barb Whitenect [Nominating Committee chair] gave a talk at the Welcome Reception about leadership opportunities. Then Anwar Major-Durack [Nominating Committee member] talked with me during a session break. That made all the difference.” As a result of these contacts, Winkler was slated to run for a two-year seat on the 2017 Nominating Committee. He was elected at the 2016 Annual Meeting of the Delegate Assembly to fill one of the five committee seats.

“I am fortunate to have a full-time job that is flexible enough to take time off to do these things,” says Winkler. “I know about ASWB meetings far in advance. Everything seems to work together. I don’t have young children, so I don’t have those family obligations. It’s a perfect storm of opportunity.”

Winkler begins his tenure as Clinical exam item development consultant in January 2017. His addition was preceded by the retirement of consultant David Aiken of Florida in 2016. The other Clinical exam item development consultant is Byinia Reed of Maryland. Of his new role, Winkler says: “I’m delighted. The Exam Committee has been a great part of my life for the last five years and I’m glad I found a way to keep it going.”

Winkler, a Licensed Clinical Social Worker, has been in the social work field for nearly 30 years, acquiring experience in both public and private agencies with both adults and children. He has been in his current position at Rock County Human Services Department in Janesville, Wis., for three years. He received his MSSW and a bachelor’s degree in social welfare from the University of Wisconsin-Madison.
The Path to Licensure program was created to provide an infusion of licensure and professional regulation information into schools of social work in an ongoing manner so that students gain an understanding of why regulation is an essential component of professional practice. Faculty interest in the program has more than doubled over the last year, from 70 schools at the end of 2015 to 156 schools in December 2016. Brand new in 2017, a Path to Licensure Institute will offer six scholars the opportunity to develop a blueprint for their own Path to Licensure program that fits the needs of their school and students. In addition, scholars will be required to conduct a research project on a topic relevant to social work regulation.

“I’m excited!” said Jan Fitts, senior manager of education and training services, which oversees the Path to Licensure program. “We are providing an incredible four-fold opportunity for any faculty of schools of social work: to understand regulation and licensure; to help prepare students for professional practice; to do significant research that will help regulators; and all with the knowledge that the impact will make a big difference.”

The curriculum will include an understanding of available ASWB resources, a practicum on regulations and licensure, development of a plan to teach about regulation that scholars will implement in the coming school year, and identification of a research topic. Before coming to the three-day intensive at ASWB offices in Culpeper, Virginia, in May, scholars will administer a survey to the social work faculty at their school. They will bring the results with them to help them develop their implementation plan. If timing permits, scholars are also encouraged to attend a meeting of their state licensing board as part of their preparation.
Scholars are expected to implement a Path to Licensure program in the fall. To help measure the success of their programs, faculty will conduct pre- and post-surveys of their students at the beginning and end of the school year. Research projects approved by ASWB will be ongoing and due no later than August 2020. It is expected that results of their research will provide information to regulators in a way that will be substantiated and useful.

Two distinguished consultants will teach and mentor participants. They bring a wealth of experience in both regulation and education: ASWB past president Dorinda Noble, Ph.D., LCSW, former director of the school of social work at Texas State University in San Marcos, Texas, who ran a Path to Licensure pilot program at the school in 2013; and Deana Morrow, Ph.D., LPC, LCSW, LISW-CP, ACSW, a former member of the North Carolina regulatory board, who is currently the director of the social work department at Winthrop University in South Carolina. Access to these experts will be a great asset to the scholars.

When asked about the Path to Licensure Institute, ASWB Chief Executive Officer Mary Jo Monahan said, “We are proud to launch this initiative. It is a concrete example of providing services to the social work regulatory community and helping to advance safe, ethical practices.” By fostering partnerships between social work schools and their jurisdictional regulatory boards, the Path to Licensure program can provide a bridge that helps faculty and students connect education and practice within that jurisdiction.

Please share!

The Path to Licensure Institute is accepting applications through January 30, 2017. Only six scholars will be chosen to attend the program. If you know of an educator who is licensed and would be interested in attending, please share this information.

A copy of the application is available for download from ASWB’s website at www.aswb.org/path.

NOTE: A stipend of $2,500 for travel and other costs is provided to each scholar selected for the Institute.