



Mobility is a moving target

Factoring in feedback from membership, a resolution for Delegate Assembly

After three plus years and two education conferences focusing on mobility in social work licensing, ASWB is ready to take the next step. At the 2017 Annual Meeting of the Delegate Assembly, the Bylaws and Resolutions Committee will present a resolution asking members to support the key concepts behind practice mobility for social workers in the United States. This resolution comes from the Mobility Task Force and is endorsed by the Board of Directors. The Bylaws and Resolutions Committee is recommending that members vote to pass the resolution.

The Mobility Strategy that is part of the resolution reflects the work of the Mobility Task Force and member boards through a collaborative process. At last year's Annual Meeting, task force co-chairs M. Jenise Comer and Dorinda Noble presented the task force's research in an interactive session that surveyed members for additional feedback. That feedback informed detailed presentations made to the Board Member Exchange and Administrators Forum at the 2017 Education Conference in Henderson, Nevada. ASWB staff and task force members again asked for input from member boards and adjusted their proposal. In May, a revised draft plan was forwarded to members for a formal review period.

Throughout the summer, that draft plan was refined even further. It now is more appropriately named a Mobility Strategy. Three categories of licensure and four criteria remain at the core of the strategy. Tools for mobility include a secure centralized databank where social workers will store their professional documentation, including verified primary source records such as transcripts, exam scores, and supervision hours; continuing education documentation; and state-issued licenses. This databank will be available for member board use as boards are able. The databank is designed to facilitate a social worker's ability to gather all application materials in one place for easier transmittal of required documentation as part of a licensing application. "We are very excited for the next step," says Member Services Director Jennifer Henkel. "It is time to put the Mobility initiative in front of our membership formally, at the Delegate Assembly." With this resolution, says Henkel, "we're hoping to show by delegate vote that all ASWB members have a clear understanding and intention regarding social work practice mobility."

The research conducted by the Mobility Task Force has highlighted that social workers are moving more

frequently and practicing electronically at a greater rate. Because of these realities, social workers are seeking licensure in multiple states. “Research has also highlighted that the physical and technological mobility phenomena transcend professions,” said Dale Atkinson, ASWB legal counsel, who has been integral to the deliberations of the Mobility Task Force and the Board of Directors concerning the Mobility initiative. Mobility demands have created increased political and legal scrutiny on state-based licensure systems. There are currently at least two U.S. federal initiatives focusing on occupational and professional licensing.

The U.S. Department of Labor began work on a three-year Occupational Licensing project in May 2017 in collaboration with the National Conference of State Legislatures, National Governor’s Association Center of Best Practices, and the Council of State Governments. In February, the chair of the Federal Trade Commission (FTC) appointed an Economic Liberty Task Force, which is advocating for reform of occupational and professional licensing (see related story). The FTC’s efforts are part of increased focus on occupational and professional regulation throughout the United States.

Meanwhile, practicing social workers are eager to serve clients who need them. Through online forms at www.moving-social-work.org, ASWB has collected more than 250 endorsements and mobility stories from social workers throughout the country. Concerns range from providing continuity of services for clients who move across state lines to tracking down long-ago supervisors to document supervision hours for a licensing application.

Resolution 2017-1

Title: ASWB Member Board Contributions to Mobility Strategy

Submitted by: ASWB 2017 Bylaws and Resolutions Committee/
ASWB Board of Directors

Bylaws and Resolutions Committee Recommendation:
___ DO PASS _____

WHEREAS, increased physical movement of licensed social workers to other jurisdictions has led to the need for them to obtain licenses in addition to or in place of the jurisdiction of original licensure; and

WHEREAS, technological advancements have provided social workers with a means to practice social work electronically across state and international lines and without physical presence in the jurisdiction where the client is located; and

WHEREAS, electronic practice has increased the need for a determination of and focus on where practice occurs; and

WHEREAS, the ASWB Model Social Work Practice Act adopted and amended by the ASWB member boards identifies that electronic social work practice constitutes the practice of social work in the jurisdiction where the social worker is located and the jurisdiction where the client is located; and

WHEREAS, the ASWB Model Social Practice Act requires social workers to be licensed in all jurisdictions where they practice; and

WHEREAS, electronic practice and technological advancements have increased the need for social workers seeking licensure in multiple jurisdictions; and

WHEREAS, these physical and technological mobility phenomena transcend professions and have created increased political and legal scrutiny on state-based licensure systems; and

WHEREAS, in response to the current regulatory climate and in response to the needs of the ASWB membership, ASWB convened a Mobility Task Force to address these issues; and

WHEREAS, the Mobility Task Force has recommended and the ASWB Board of Directors endorses a Mobility Strategy that is attached to and is a part of this Resolution; and

WHEREAS, the ASWB Mobility Strategy is premised on a concerted effort by member boards to harmonize licensure eligibility criteria across all ASWB member boards, and

WHEREAS, the ASWB Mobility Strategy includes, among other things, a centralized, secure databank that can provide member boards with access to verified primary source documentation for social workers seeking equivalent licensure in additional jurisdictions, and that such strategy is based on the following principles:

1. Member board recognition that currently licensed applicants have been vetted and duly licensed by another board of social work, and
2. Member board recognition of the information in the databank as primary source and verified; and

WHEREAS, the success of the ASWB Mobility Strategy is dependent upon the acceptance and participation of ASWB member boards; and

WHEREAS, ASWB staff is prepared to serve and support ASWB member boards to conduct the research listed below.

THEREFORE, BE IT RESOLVED THAT through the adoption of this resolution, each ASWB member board agrees to review applicable statutes, rules/regulation, and policies related to accepting the Standards outlined in the attached Mobility Strategy; and

THEREFORE, BE IT FURTHER RESOLVED THAT each ASWB member board agrees to review applicable statutes, rules/regulation, and policies related to accepting the primary source data verified by ASWB staff and maintained in the secure centralized databank; and

THEREFORE, BE IT FURTHER RESOLVED THAT each ASWB member board agrees to identify any barriers or restrictions in the jurisdiction's statutes, rules/regulation, and policies related to accepting and participating in the ASWB Mobility Strategy; and

THEREFORE, BE IT FURTHER RESOLVED THAT each ASWB member board agrees to identify the benefits to accepting and participating in the ASWB Mobility Strategy.

Association of Social Work Boards (ASWB) Strategy to Address Social Work Practice Mobility

Please note: The use of the terms "state" and "board" are intended to be inclusive of all ASWB membership regulatory organizations, including states, commonwealths, districts, territories, and provinces. Similarly, the use of the term "license" is intended to refer to the state-issued credential authorizing the applicant to practice the profession and is meant to be inclusive of licensure, certification, registration, and other similar terms. States will continue to use their own terminology when describing the practitioners, the various credentials, nomenclature, and acronyms.

OVERVIEW

The qualifications for and application and receipt of state-issued licenses is under heightened scrutiny. Differing qualifications for licensure, differing categories of licensure, and differing scopes of practice fuel these debates. This additional scrutiny is largely premised upon increased interstate physical movement of practitioners and technological advancements that facilitate virtual practice of social work without physical presence.

Social work practice mobility refers to the physical and virtual mobility of social workers who elect to practice in multiple jurisdictions. The Mobility Strategy aspires to depoliticize the process, maintain regulatory expertise, and implement a commonsense approach to addressing social work practice mobility.

PURPOSE

Efficient licensure eligibility decisions increase state board effectiveness and benefit the member boards, licensees, and the consuming public. To lawfully practice, social workers must be authorized to practice by obtaining a license issued by each state where they practice. ASWB's Mobility Strategy recognizes states' rights and honors member boards' overarching public protection mission.

The ASWB Mobility Strategy is premised on a concerted effort by member boards to harmonize licensure eligibility criteria across all ASWB member boards so that equivalently licensed social workers can obtain licenses necessary to lawfully practice in other jurisdictions. The Mobility Strategy provides a process and resources through which member boards can quickly evaluate and determine eligibility when a licensed social worker seeks equivalent licensure in an additional jurisdiction.

Standards, as agreed upon by ASWB members and defined below, clarify social work licensure categories and criteria across jurisdictions. Further, a centralized databank will provide member boards with verified primary source information to make decisions about equivalency, including supervision.

PROCESS

License equivalency will be determined by applying the Standards for the mobility licensing process. The Standards increase consistency across jurisdictions and are outlined in the ASWB Model Social Work Practice Act (model act). The jurisdictional board retains the statutory authority and responsibility to grant the initial license. When a licensed social worker seeks additional licenses, each board determines eligibility.

Member boards are not expected to change current license titles and acronyms. A crossmap of license titles and categories has been developed and will be maintained to reflect members' current licensing structure. In addition, member jurisdictions may require additional criteria for licensure such as background checks, jurisprudence exams, or additional supervision. An index highlighting these jurisdiction-specific requirements (JSRs) will be developed based on input from member boards.

STANDARDS

The following Standards represent the core of the Mobility Strategy. It is anticipated that these Standards can be implemented administratively without the need for legislative, regulatory, and/or rule changes. However, members will be asked via resolution to provide jurisdiction-specific feedback.

Three categories of license (from the ASWB Model Social Work Practice Act)

- Licensed Baccalaureate Social Worker (LBSW)
- Licensed Master's Social Worker (LMSW)
- Licensed Clinical Social Worker (LCSW)

Four minimum essential criteria

- Graduation from an accredited social work program
- A passing score on the appropriate ASWB exam

- Completion of supervised experience (as required by license)
- No disciplinary action

RESOURCES

Consistent with the mission to lessen burdens of member boards, ASWB provides resources that support member boards' Mobility efforts, including legally defensible, reliable, and valid exams, the model law, the Public Protection Database (PPD), application processing services, the Social Work Registry, the Approved Continuing Education (ACE) program, and continuing education audit services. In addition, the Model Regulatory Standards for Technology and Social Work Practice publication is available to support the regulation of electronic practice.

ASWB is developing and populating a centralized, secure databank that can provide member boards with access to verified primary source documentation for social workers seeking equivalent licensure in additional jurisdictions. Current candidate and licensee data contained in the ASWB Social Work Registry will be integrated into the databank.

Optimal use of the databank is based on the following principles and the market research currently being conducted (i.e., fee structure, usage, branding, etc.):

1. Member board recognition that currently licensed applicants have been vetted and duly licensed by another board of social work.
2. Member board recognition of the information in the databank as primary source and verified.

The databank will serve as a permanent and secure repository of primary source records, including:

- Educational transcript(s)
- Exam scores
- Verified supervision hours
- Continuing education documentation
- Licensure applications
- State-issued license(s)

Upon the social worker's request, ASWB will share databank materials with identified member board(s). ASWB staff will also verify the status of all social work licenses held, query the ASWB Public Protection Database (PPD), and perform other checks as required.

Social workers will have multiple opportunities to enroll in the databank:

- as a social work student
- when registering with ASWB to take the licensing exam
- when applying for licensure or renewing with the member board(s)
- at any time as a social work professional

The ASWB Board of Directors endorses the ASWB Strategy to Address Social Work Practice Mobility developed by the Mobility Task Force.



We are all ASWB...moving forward on Mobility together



Mary Jo Monahan, MSW, LCSW
ASWB Chief Executive Officer

This is an exciting newsletter full of accomplishments that we have achieved together, and breaking news about ASWB's Mobility initiative that is crucial to the regulatory and social work professions. It is humbling to think how together we moved from an idea that seemed in 2015 beyond "achieving in our lifetime" to presenting a resolution that takes us closer in 2017 to its realization.

To recap how far we've come and to commit to a mobile future...

In 2015 at the ASWB Education Meeting, the theme was "It's a matter of trust." This was the starting point. We learned to listen to fellow regulators about their policies and processes and find commonalities rather than focusing on differences. Through respectful discussion, we realized that we have more in common than we thought. This idea of shared commonalities is captured in the following principle of the 2017 Mobility Resolution and Strategy:

- Member board recognition that currently licensed applicants have been vetted and duly licensed by another board of social work.

At the 2015 Delegate Assembly in Ft. Lauderdale, the ASWB Mobility

initiative continued "Full speed ahead" to achieve practice mobility in our lifetime. We committed to designing a Mobility Strategy that fits the social work profession rather than waiting for a national mandate or other legislative solution, such as an interstate compact, to be imposed. The prescience of this is expressed in the Overview of the 2017 Mobility Strategy, which highlights the heightened scrutiny being applied to state-issued professional licenses. The Strategy "aspires to depoliticize the process, maintain regulatory expertise, and implement a commonsense approach to addressing social work practice mobility."

Moving into 2016, we challenged ourselves to "Think differently" and collaborate with each other to find solutions. We recognized that social workers are already practicing in multiple jurisdictions through physical presence, as well as virtually through technology. The Model Regulatory Standards for Technology and Social Work Practice were published and then integrated into the Model Social Work Practice Act as guidance for members reviewing their statutes and regulations. By this time, we had come to agreement on the core elements of a Mobility Strategy: three categories of licensure and

four minimum essential criteria— education, exam, supervised experience, and license in good standing.

This year we are following the mantra to “Be ready!” to embrace the Mobility Strategy and support the Resolution that will be presented at the 2017 Annual Meeting of the Delegate Assembly. Over the next few weeks, Mobility Task Force members will be reaching out to all member jurisdictions to explain the importance of moving forward. Listening sessions are planned in late October and early November so that delegates are prepared to participate fully in the resolution process. As always, I am grateful for your input and remain interested in working together to “achieve Mobility in our lifetime.”



ASWB adopts new customer relationship software

Integrated system makes engaging with ASWB easier for our members

While the “disruptive technology” of a few startups in Silicon Valley get a lot of attention, day-to-day software isn’t very glamorous. Most software packages are workhorses—the applications we use every day to get work done, send messages, conduct research, etc. But having the right workhorse can make all the difference for an association like ASWB.

This year, ASWB has implemented a new, specialized workhorse software with Abila’s NetForum Pro. NetForum Pro is a system designed especially for associations, with integrated modules to track meeting registrations, dues payments, committee appointments, and contact information. NetForum Pro will also allow staff members to share information with working committees, eventually replacing the login system on members.aswb.org used most often by administrators, the Board of Directors, and the Nominating Committee.

For our members, NetForum Pro means that registering for meetings will be simpler, with the system automatically filling in data in online registration forms. Members will also be able to update their contact information in one place. NetForum Pro also makes it easier

for meeting attendees to select meeting sessions, include guests in their registrations, and make changes to their registrations. “With an integrated system like this,” says Melissa Ryder, volunteer engagement and outreach senior manager, “it’s much easier to capture the involvement of individual members and tie their activity to the regulatory board they belong to.” Capturing that information, Ryder explained, should make it easier to track volunteer engagement.

This new package is replacing existing contacts and meetings databases that ASWB had used for more than 15 years, which couldn’t communicate directly with each other. In the past, meeting registration was done through online forms that provided Excel spreadsheets, which then had to be imported into the meetings database. After the meeting was over, attendees needed to be imported into the contacts database. At each import step, data could be lost or entered incorrectly. And to send meeting notifications or distribute this newsletter, mailing lists had to be exported from both systems.

NetForum Pro combines those functions, enabling ASWB members to register for meetings

directly online and simultaneously updating contact information for ASWB staff if the member makes changes during the registration process. In addition, the software records meeting attendance by individuals and provides a simpler platform for emails and other communication.

Implementing this new system has been a complex process, with a core team of ASWB staff led by Ryder working with an implementation specialist to determine the best ways to customize the software for ASWB's needs. Member Services Specialist Cara Sanner mapped out the previous database and organized the data in preparation for importing into NetForum Pro. Information Technology Project Manager Robert Adach, who worked with NetForum Pro in a previous job, has been customizing queries and training ASWB staff on how to use the system. Member Services Director Jennifer Henkel worked with the team to keep the needs of ASWB's members front and center during the implementation.

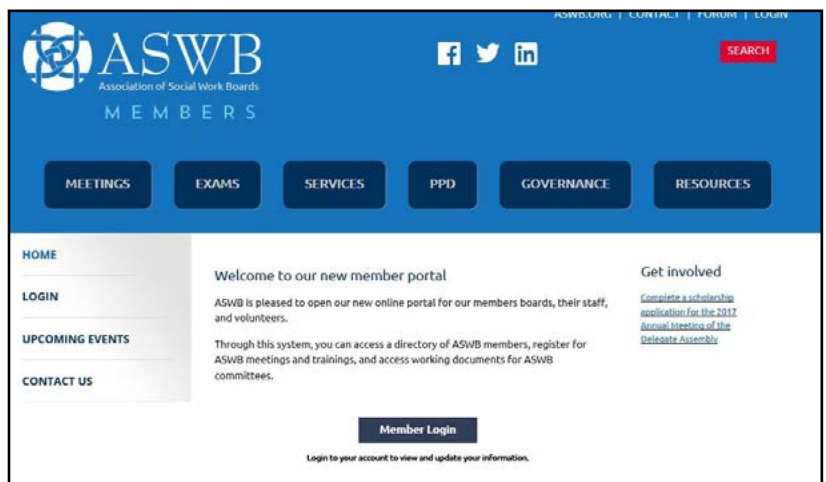
"We are implementing NetForum Pro gradually, to minimize confusion," says Ryder. "The Annual Meeting was a great starting point because it's one of our biggest meetings and will get most of our active members into the system when they register." When 2018 New Board Member Trainings are opened for registration, those will also move into the new system, as will 2018 committee appointments and annual membership dues.

"Down the road, we believe that we will be able to use even more functions of NetForum Pro," Ryder continued, "but the integration we're getting right now is already an improvement for ASWB and our members."

Mastering NetForum Pro

Any new software system comes with a learning curve, and ASWB is happy to help members who have questions about this transition. By going to engage.aswb.org, you can create an account very quickly—and register for the Annual Meeting of the Delegate Assembly while you're there. If you create an account using one of the email addresses ASWB had in the old system, NetForum Pro will automatically link your new online account and password to the data we have, including the regulatory board that you serve(d) on, committee memberships, etc. If your online account doesn't match a previous record, you'll get an email asking you to contact our Volunteer Engagement and Outreach (VEO) department at veo@aswb.org.

Once you log in, you'll see that the navigation menu expands to include special, members-only content, including "my events" and "my information." Using those links, you can update your contact information, double-check your meeting registrations, and even add ASWB meetings to your online calendar.





Harvey hits hard

ASWB staff offer support to all those affected by the hurricane—especially in Texas and Louisiana. TIM BROWN of Texas reports “No issues in Dallas. We've received almost no rain, which is surprising. People living in coastal Houston areas are hurting. I've been working with relief effort groups this weekend. My heart goes out to them.”



Grandma again

M. JENISE COMER of Missouri welcomed another grandbaby, BRYSON, in August.

Collaborative customer care

ASWB staff member GLORIA HARPER fielded an unusual request recently when a young woman from Lignum, Virginia, came to ASWB’s office inquiring about her social work license. She had passed the exam in June and wanted to know when her license would arrive. GLORIA called staff member JESSICA JOHNSON in the Candidate Services Center for help. JESSICA referred the woman to the Virginia board of social work. When GLORIA offered to get the board’s contact information, the woman provided an email address. GLORIA then sent an email on the woman’s behalf.

Send all news and pictures to Jayne Wood, newsletter editor, at jwood@aswb.org or call Jayne at 800.225.6880, ext. 3075.

Félicitations!

VICKI COY of New Brunswick writes: “I wanted to let everyone know that I have been named as the Canadian Association of Social Workers Director for New Brunswick. I am excited to be representing social work on a national level on these two Boards of Directors. I had been a part of the ASWB for many years with the Practice Analysis Task Force and the Exam Committee.”

Welcome, Suzie Prince

GUYLAINE OUIMETTE of Québec announced that SUZIE PRINCE has been hired as executive director and secretary of the order.



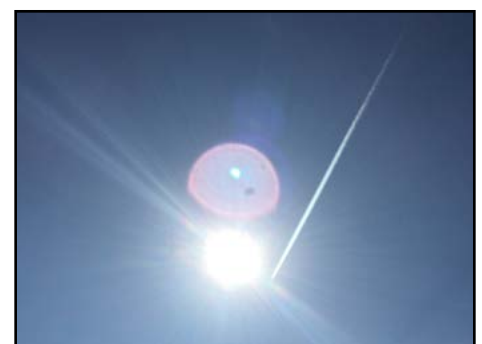
**association
asides**

Eclipsed!

AMANDA DUFFY RANDALL of Nebraska (in yellow sweater) shared photos taken at the University of Nebraska-Omaha campus during the eclipse. AMANDA writes: “it was first day of classes, so lunch was served for all students and free glasses... several events were held by science departments and NASA. It was cool. Totally dark....”



KATHY OUTLAND of Oregon also shared images of the sun—unfiltered—taken with her cell phone. She writes: “The eclipse was so amazing and breathtaking! We had brunch with our neighbors and family! Here is a picture to share.”





Your board in action

A summary of the work of ASWB's Board of Directors at its August 5, 2017, meeting in Minneapolis, Minnesota

The ASWB Board of Directors met in person on Saturday, August 5, at the Pearson VUE headquarters in Minneapolis, Minnesota, in conjunction with the Exam Committee meeting. Here is a recap of the activities of the Board at that meeting.

Treasurer's report: Board members reviewed and accepted second quarter financial statements through June 30, 2017, and statements from ASWB's investment accounts through June 30. The Board also approved the 2016 audit and reviewed IRS Form 990 prior to its August 15, 2017, submission.

Strategic discussion: Draft Mobility Strategy. Board members participated in strategic discussions about the Mobility initiative and the latest draft of the Mobility Strategy as revised by the Mobility Task Force. Based on feedback received at the ASWB Education Conference, the task force was concerned there is still much confusion about what members are being asked to do. The latest draft represents the task force's efforts to provide context, especially for newly appointed member board members who may not have an understanding of the issue, and to simplify and clarify the language. Board members provided feedback to further shape the draft strategy.

Review and adjustment of strategy: The Board received and accepted reports from the following committees: Bylaws and Resolutions; Continuing Competence; Nominating; and Regulation and Standards (RAS), which included a letter from the committee expressing support for the Mobility plan.

The Board received and accepted the report of the CEO Evaluation Task Force, approving recommended changes to Policy 6.2, Evaluation of the Chief Executive Officer, and the report of the Membership Task Force. The Board also approved a recommendation from the Membership Task Force to change current membership dues effective January 2018 ([see related story](#)) and voted to forward to the 2018 Bylaws and Resolutions Committee the task force recommendation to allow only member boards that use the exam to vote on exam issues that come before the Delegate Assembly.

Policy, public and operational:

Building project update. The Board received a report about the new headquarters building. ASWB's contractor has submitted all required information to the Virginia Department of Environmental Quality (DEQ) and is awaiting

DEQ review. The architect has submitted final plans to the contractor for building permits. The name of the road has been approved.

Examination policies. The Board approved revisions to Policy 2.13, Sharing of Examination Data to reflect current practice. The Board approved Policy 2.15, Standards and Criteria for the Use of Assistive Personnel, a new policy defining the roles and permitted use of assistive personnel during the examination process.

Routine Board business:

Approval of minutes. The Board approved the minutes of the April 27, 2017, Board of Directors meeting in Henderson, Nevada.

Ratification of decisions made in email meetings. The Board ratified the decisions made in email meetings conducted on May 1, May 15, May 27, and June 23.

Draft agenda, 2017 Annual Meeting of the Delegate Assembly. The Board approved the draft agenda for the annual business meeting, which will be held in Atlanta, Georgia. The meeting will begin on Friday, November 17, and will adjourn on Saturday, November 18, with preconference sessions on Thursday, November 16. Elections will be held for positions on the ASWB Board of Directors and seats on the Nominating Committee. Delegates will also vote on proposed amendments to the ASWB bylaws. A resolution on Mobility is also being sponsored by the Bylaws and Resolutions Committee ([see related story](#)).

Funding for 2017 Annual Meeting of the Delegate Assembly. The Board approved funding for five

member board members and five member board staff to attend the 2017 annual business meeting.

Board service awards. Board members selected recipients of the 2017 Sunny Andrews award and the Glenda McDonald Board Administrator award. Awards will be presented at the 2017 Annual Meeting of the Delegate Assembly.

Committee, task force, and conference reports: The following summarizes the highlights of the committee, task force, and conference reports made to the Board of Directors.

Regulatory Education and Leadership (REAL) Committee report. The REAL Committee met in person in Herndon, Virginia, in July to begin planning the 2018 Education Conference on the topic of practical aspects of implementing a Mobility strategy.

Succession Planning Task Force. The task force is on track to present a CEO succession policy at the November 16 Board of Directors meeting. The task force is reviewing and updating Policy 7.3, Leadership Coverage and Emergency Communications Plan in the Absence of the Chief Executive Officer.

FARB Leadership conference. The benefits of attending this conference were many, including excellent speakers, the opportunity to hear how like organizations handle similar issues, and coming away with new ideas. This meeting was significant for FARB because it launched the organization's new governance as leadership plan. The conference also marked the end of ASWB CEO Mary Jo Monahan's term as FARB Secretary/Treasurer.

Consent agenda: Reports approved via consent agenda included: leadership reports of the CEO and the Board President; the Chief Operating Officer's report, reports from the Examination Administration and Examination Development departments, and evaluations from the 2017 Education Conference and June New Board Member Training.

Executive session: The Board entered into executive session to discuss exam issues and personnel matters. The Board also received the Exam Technical Report.

Recap of the Foundation Board Meeting

Immediately preceding the ASWB Board of Directors meeting, the Board convened a meeting of the Board of Directors 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. Eight members of ASWB's Board of Directors comprise the Foundation Board of Directors.

Approval of minutes: The Foundation Board approved the minutes of the April 29, 2017, meeting.

Financial report: The Foundation Board accepted the Foundation financial report through June 30, 2017.

Report from staff on the Path to Licensure Institute: The Foundation Board received a report from ASWB staff about the 2017 Path to Licensure Institute, which the Foundation funded with a budget

of \$30,000 for related expenses, scholar stipends, and consultant fees. The report included a Profit and Loss Statement showing that the project was completed within budget. Five scholars attended a three-day intensive at ASWB offices in May. During the intensive, scholars learned about social work regulation and developed custom Path to Licensure programs for implementation at their schools in the 2017–2018 academic year. Scholars also developed topics for regulatory research projects that they will submit to ASWB in August 2020. The Institute is envisioned as a biennial program, meaning that the next Institute would be held in 2019. The Foundation Board discussed the program and recommended no additional action at present.

2017 research applications:

The Foundation Board received a report from the Foundation Editorial Review Committee recommending that none of the three proposals received during the 2017 application cycle be funded. The committee reported that two of the applications did not meet criteria outlined in the Request for Proposals and that the methodology in the third proposal was flawed, among other concerns. The Foundation Board accepted the recommendation of the committee to deny funding of the applications.

Reports from current grant

recipients: The Foundation Board received a quarterly progress report from current grant recipient Dora Tam of the University of Calgary noting unsuccessful efforts to be accepted to present her research at the 2017 annual conference of the Canadian Association of Social Work Education (CASWE)

and subsequent submission to the Society for Social Work and Research (SSWR) for presentation at the organization's 2018 annual meeting in Washington, D.C.

Request for Foundation joint sponsorship:

The Foundation Board received from staff a report outlining a collaborative venture between ASWB and the Council on Social Work Education (CSWE) to develop a Curricular Guide on Licensure and Regulation and a request for joint sponsorship of funds for CSWE to develop the guide. The guide will be available to all CSWE-accredited or in-candidacy schools of social work and will bring together ASWB's Path to Licensure program and CSWE's Educational Policy and Accreditation Standards (EPAS). The CSWE protocol for developing curricular guides has been to seek funding from an outside sponsoring organization that is interested in supporting the particular area of education. ASWB staff requested that the Foundation sponsor 50 percent of the required \$30,000. The Foundation Board voted to approve the request for the \$15,000 sponsorship of the curricular guide.

Future of the Foundation: The Foundation Board received a report from the Foundation Task Force about its work to date and its recommendations for the future of the Foundation. The Foundation Board voted to approve the task force's recommendations to move administration of current research projects to ASWB while maintaining funding through the Foundation, and to approve the task force continuing its work to restructure the Foundation and assist with strategic planning.



Artist rendering

Name that road contest

ASWB staff have been involved throughout the planning for the new headquarters, from contributing ideas to office design and furnishings to the latest decision: naming the road leading into the property. Within 24 hours, ASWB staff sent in more than 80 names for consideration. The winning entry, Mountain Run Vista Court, was submitted independently by two staff members, Jill Armm and Bob Rutherford, who each received a prize. Mountain Run is the name of the creek that runs behind the property.



Regulatory Rigor Mortis



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).

Decision-making is fundamental to progress. Decision-making effectuates change necessary to allow adaptation to the needs that currently exist. In the regulatory community, decision-making is essential to effective and efficient government involvement in issuing, renewing, and enforcing a regulatory structure. State and provincial social work boards are created by law and delegated with the authority to regulate the profession in the interest of public protection. It is through this statutory authority that social work boards are authorized to act or, perhaps, not act. At times, suggested political and legal change may need to be stimulated and effectuated to ensure that a regulatory board is sufficiently authorized to act to fulfill its statutory mandate of public protection. But who or how can such change be effectuated?

Social work boards are encouraged to understand the bounds of how and where boards and members can be an information source to the legislature. While many regulatory boards are prohibited from engaging in lobbying as defined, such prohibition does not preclude boards from being an information source to the legislature and the legislative process. Social work boards are encouraged to gather relevant information and

disseminate such data to the legislature and executive branches of government as deemed necessary. Information gathered may include statistics regarding board activities, applicant and renewal data, complaints and disposition, board minutes, and other information that adequately describes the activities of the board. In short, such information and data can better inform the legislature without attempting to “influence” government through what may be defined as lobbying efforts.

Social work boards can forge relationships with legislatures to ensure an informed legislative decision. Indeed, some legislatures seek opinions from the affected regulatory board when enacting changes to the practice act. For example, a change in law may be needed that authorizes a social work board to fulfill its public protection mandate by recognizing administrative authority over unlicensed activities. ASWB member boards may consult the ASWB Model Social Work Practice Act as a reference and resource to address unlicensed practice authority as well as other statutory considerations. Social work boards can be a stimulus for harmonization of statutes in order to ensure regulatory authority and promote mobility and portability. Too often, inaction by the boards

occurs that leads to the perception of inactivity or a reactive approach to regulation.

Similarly, decision-making is important to ASWB. Under its governance structure, the Board of Directors and the Nominating Committee members are elected by the delegates at the Annual Meeting. The Board of Directors acts in the interest of the association in carrying out the mission, vision, and values of ASWB. Additional overarching policy issues that affect all member boards may come before the Delegate Assembly for a vote in the form of motions and resolutions, suggested initiatives, and examination matters. It is incumbent on the delegates to come to the Annual Meeting prepared to engage in dialogue, debate, and eventual decision-making in order to allow ASWB to address the needs of the membership.

Informed delegates are the connection between ASWB and its member boards. As is continually

emphasized, ASWB is an organization of members, consisting of the governmentally created state and provincial agencies delegated with the authority to regulate the profession. Dialogue and input among and between member boards and ASWB will ensure that the association is aware of and acts in the interests of the member boards and regulatory community. This dialogue and input occurs throughout the year—not just at the Annual Meeting.

Of particular importance for the 2017 ASWB Annual Meeting of the Delegate Assembly is the Mobility Task Force report and anticipated participation by the member boards in addressing issues related to mobility and portability. State-based licensure is under heightened legal and political scrutiny. Reports and theories are being propounded that place an added emphasis on the economics of regulation. That is, regulation of the professions and occupations is a barrier to economic growth and unnecessarily

keeps willing persons from the workforce. Further, requirements for licensure are varied and too onerous. Dialogue must occur that balances these economic perspectives with the public protection benefits to regulation.

The collective voice of the boards of social work must be heard. ASWB provides the vehicle for developing and carrying these messages. As regulatory boards face political scrutiny, opportunities exist. These opportunities come from the member board perspectives individually and the ASWB perspective collectively. Delegates and members of member boards along with staff are encouraged to review the agenda and materials to be discussed in Atlanta, Georgia. A Mobility Task Force report, strategy, and related resolution will be presented to the delegates. “Be Ready!” and do not let regulatory rigor mortis dictate the future of social work regulation.



Some “skin in the game” makes good business sense

Effective January 1, 2018, membership dues are no longer tiered

Member dues represent 0.5 percent of ASWB revenue, according to Membership Task Force member and ASWB treasurer Mel Harrington of South Dakota. At 80 percent of revenue, ASWB exam fees dwarf the annual contribution of ASWB’s 64 member boards. But looking at the big picture does not tell the story of the individual board, which may not have funds because the state is sweeping revenues or may feel that it is already contributing significantly to ASWB’s exam revenue based on the number of licensees on its rolls. Members will be pleased to know that beginning with the 2018 dues assessment, the annual amount collected per member will be a flat \$250. For all but two member jurisdictions, this represents a decrease in annual dues.

“Moving to a flat fee structure is a big change in philosophy,” said ASWB CEO Mary Jo Monahan. “The task force’s generative discussions allowed them to think ‘out of the box’ to arrive at a dues model that is applied equally, reflecting inclusiveness that all members are committed to regulating the profession.”

The question of dues was raised in 2016, when a member board requested a review of ASWB dues policy in light of these concerns. The question worked its way

through the Finance Committee and to the Board, which voted to reduce fees for all members by 50 percent beginning January 2017, as recommended by the Finance Committee. In the same motion, however, the Board voted to appoint a task force to look at ASWB’s membership structure, including dues. In trying to be responsive, the Board had inadvertently put the “cart” before the “horse.”

President M. Jenise Comer announced the oversight during the 2016 Annual Meeting of the Delegate Assembly. This year, the Membership Task Force was appointed and charged with reviewing current ASWB membership structure, including dues/fees, levels of membership, benefits to members, and any other memberships issues. Task force members include current Board members Richard Silver of Québec and Robert Payne of Idaho, President-elect Tim Brown of Texas, Treasurer Mel Harrington; former president Janice James of Kentucky; and ASWB CEO Mary Jo Monahan and COO Dwight Hymans.

The task force met in May via video conference and in person in June in Herndon, Virginia, to dig deep into staff-provided research and hold frank discussions about

sensitive topics. Some topics, such as membership categories and dues, had been raised in 1999 and in 2009, without resulting in changes to policy. In fact, membership dues have not changed since 1998.

This year, however, in a progress report to the Board of Directors in August, the Membership Task Force recommended the change to member dues for immediate consideration. The Board voted to approve the task force recommendation at its August 5 Board meeting in Minneapolis, Minnesota, paving the way for the policy to be updated to take effect with the 2018 dues assessment.

Before arriving at the recommendation to change the dues structure, the task force looked at other membership organizations that assess dues. Other models that the task force considered: collecting no dues from members, since the amount collected is less than 1 percent of revenue; lowering dues to 50 percent of current fees, which the Finance Committee had originally proposed in 2016; and going to a flat fee, where all members pay the same amount.

After much deliberation, the task force decided that some “skin in the game” was important for showing commitment to the association and wanted to propose a less complicated model than a 50 percent reduction in dues for all members. All agreed that it was appropriate not to tie dues to exam revenues or to the number of licensees.

In making its recommendation, the task force recognizes that the recommended \$250 is an increase for two members (Virgin Islands and Northern Mariana Islands) and that it could present a particular hardship for Northern Mariana Islands. A range of rates was discussed; the task force chose \$250 as the midpoint in the range.

Richard Silver, task force chair, reported that the task force had engaged in robust generative discussions around all topics, noting “Janice James’s participation was particularly important in her role as a former ASWB president. Robust discussion was encouraged. It was a fruitful day, and good to have met in person.”



U.S. Federal Trade Commission focuses scrutiny on state-based licensure



By Jayne Wood, ASWB director of communications and marketing

In February, Maureen Olhausen was appointed acting chair of the Federal Trade Commission (FTC). Her signature initiative was to establish the Economic Liberty Task Force, which is charged with advancing occupational licensing reform in cooperation with state and local governments. The task force held its first public event in July: a roundtable titled [Economic Opportunity Across State Lines: Enhancing Occupational License Portability](#). I attended the event and Jennifer Henkel, ASWB director of member services, participated remotely. ASWB submitted [comments](#) under ASWB CEO Mary Jo Monahan's signature. [FARB](#) and other FARB governing members also submitted comments.

The purpose of this roundtable was to provide information about the efforts of four regulated professions (medicine, nursing, education, and accounting) to develop expedited licensing for their practitioners. Completing the panel were representatives from the National Center for Interstate Compacts (NCIC) and the Department of Defense (DOD) State Liaison Office. Summaries of each panelist's presentation follow.

NCIC: The special counsel to the NCIC provided an overview and

history of the use of compacts, which he defined as simple, proven tools that provide collective governance. They are statute and contractual in form to accomplish uniformity without federal intervention. Compacts are authorized in the U.S. Constitution. They maintain collective sovereignty, and they are fully within the regulatory regime of all states. The panelist stressed that the practice act is not impacted when compacts are used.

Medicine: The chairman of the Interstate Medical Licensure Compact Commission began his remarks noting that while there is nothing wrong with a national license, it adds another layer of bureaucracy. In regulating the medical profession, reciprocity will not work because a state needs to add on a license if it is going to be able to take action on a physician. The state medical boards' decision: Issue licenses but expedite the process via compact. The value to this approach: Only one application/fee is required, creating efficiencies within the compact states because the information is gathered once and the applicant's eligibility is vetted once by the "principal state of license." When a qualified applicant wants a license in additional states, the applicant



Panelists discussed license portability models at the first FTC Economic Liberty Roundtable in July.

pays each state’s licensing fee. The state boards also decided to set multi-licensure standards higher than the standards that all compact states currently had, to ensure that all states could agree. In addition, transparency was very important to ensure that a practitioner was not practicing below standards in one state without other states’ knowledge. Within the compact, all complaints are shared and all states can participate and contribute to an investigation of a practitioner. The biggest challenge: working through legislative changes in four states to comply with FBI requirements to share criminal background check information.

Education: To facilitate mobility, teachers have an interstate agreement that establishes minimum requirements for teacher certification. The agreement has been signed by all but four states and the District of Columbia, Guam,

the Mariana Islands, and the DOD schools. The executive director/CEO of the National Association of State Directors of Teacher Education and Certification emphasized that the agreement is not a compact and it does not develop reciprocity. One of the challenges: Some teachers have difficulty meeting the minimum experience requirement, either because they are new to teaching or they do not stay in one state long enough (e.g., military spouses). Another challenge: None of the state certification systems talk to each other; there is no way to know when teachers are teaching across state lines. A prototype to allow alignment of state systems, called MELS (for multistate educator lookup system), is in development.

Nursing: The executive director of the Texas Board of Nursing and president of NCSBN (National Council of State Boards of

Nursing) explained that the interstate compact used by nursing is built on a mutual recognition model: the home state issues the license and other compact states grant a privilege to practice. Licensees pay for their license in the home state only. Telehealth technology practice is permitted within the compact. A revised compact was introduced in 2015 and has been adopted by 26 states so far. Uniform license requirements were the barrier in previous compact; now there is a central rule-making authority for operational process only—not the practice act. Nursing is now working on an APRN compact; they need 10 states to sign on, and they have three so far.

Accounting: The assistant general counsel for the Association of International Certified Professional Accountants began his presentation noting that mobility

efforts began in 1997. CPAs can practice within those states that sign the Uniform Accountancy Act (UAA). The UAA includes a minimum qualifications set and provision for substantial equivalency. This is a practice privilege model: The licensee is licensed in the home state but agrees to be bound by laws of privilege states. The home state must investigate complaint(s) and can sanction for violation of privilege states' laws. If the principal place of residence changes, the licensee must get relicensed. The practice privilege statute has been enacted in 53 jurisdictions. They are working on UAA for firm mobility. Currently 21 jurisdictions have signed on. The organization offers a national qualifications appraisal service that verifies whether a candidate meets standards of the UAA so that the jurisdictions can expedite the processing of the license or granting privilege to practice.

DOD: Currently, 90,000 military spouses are licensed professionals according to the director of the Defense State Liaison Office. The purpose of the state liaison office is to reduce barriers to licensure when the reality of military life means a move every two to four years. The DOD looked at ways to work with states to expedite licensing via: making endorsement available and attainable; providing temporary licensing for trailing spouses

who can't get endorsement; and expediting the process of getting licensed. The panelist noted that 56 percent of states have done all three processes, and all states did something in terms of statutory requirements. New research is under way to determine how the changes are being implemented and find ways to improve the process.

My Takeaways:

- Medicine, nursing, and accounting use some kind of central database for managing records of licensed practitioners to expedite the licensing process (similar to ASWB's Social Work Registry). Education is in the process of building a prototype system.
- All professions maintain a clearinghouse or other method for reporting/checking discipline within the compact (similar to ASWB's Public Protection Database).
- Education and accounting have a laws/regs database for checking licensure requirements (similar to ASWB's laws/regs database); medicine is just beginning to talk about developing a database. Nursing did not comment.
- Compacts do not need to open the state practice act to be implemented; however, they

often are torpedoed by legislative changes (e.g., teachers compact and No Child Left Behind Act).

- Requirement for uniform standards can create barriers; compacts may consider setting higher multi-licensure standards to avoid concern of "lowest common denominator" effect.
- Licensees who don't meet the compact requirements or otherwise qualify to be licensed in multiple states can still apply for single-state licensure.

With regulation coming under increased scrutiny and occupational licensing being viewed as a barrier to a mobile workforce, the threat of an imposed "one size fits all" solution reinforces the work of the Mobility Task Force to develop a Mobility Strategy that works for social work regulation. Whether describing compacts or model law-based mobility initiatives, the panelists at this roundtable shed light on ways that ASWB's Mobility Task Force is making sound recommendations to help ASWB members achieve social work practice mobility. The Mobility Strategy framework, based in the model law, offers a commonsense approach.