

**The success** of the Association of Social Work Boards (ASWB) social work licensure examination program depends on the hard work of volunteers, consultants, and contracted item writers committed to public protection. Together, this diverse group of social workers sees to it that the ASWB examinations remain valid and reliable.

## EXAMINATION COMMITTEE, 2016

Appointed by the ASWB president, this group of subject matter experts meets up to four times a year to review and approve test questions for use on the ASWB examinations. Examination Committee members are appointed from among ASWB item writers.



**Greg Winkler, co-chair (WI)**

M/Caucasian

Clinical examination

Greg Winkler is a Licensed Clinical Social Worker who manages behavioral health services in a county human services department. He is appointed to the Wisconsin social work regulatory board and is an adjunct faculty member in the social work program at George Williams College. Areas of expertise include evidence-based treatment, behavioral health regulations, trauma, project management, and ethics/boundaries.



**Stephanie D. Washington, co-chair (TX)**

F/African American

Masters examination

Stephanie D. Washington, Ed.D., Licensed Clinical Social Worker, has been a school social worker for more than 30 years. She has worked with a number of populations including prekindergarten, pregnant teens, adjudicated juveniles, and children receiving special education services. She has been an adjunct professor in curriculum and instruction at the University of Houston and LoneStar College and currently provides clinical social work supervision while maintaining a small private practice.



**Mary Stebbins, co-chair (VA)**

F/Caucasian

Bachelors examination

Mary Stebbins, Licensed Clinical Social Worker, is an assistant director with the Albemarle Department of Social Services in Charlottesville, Va., with 20 years of experience in social work in the areas of program management, leadership, child welfare, and children's mental health. She also taught as faculty and coordinated the undergraduate social work program at Longwood University. She continues to be an adjunct instructor for the program.



**Luz Alquicira (TX)**

F/Hispanic

Clinical examination

Luz Alquicira has worked for the California Department of Corrections, Parole Headquarters; California Highway Patrol; and the Census Bureau in criminal justice statistics. She has taught at Sacramento State, Criminal Justice Division, and presented at conferences on criminal justice topics. Her teaching, research, and practice interests are evidence-based practice, psychopathy, and the assessment/treatment of sex offenders. Currently, she facilitates a group for mentally ill offenders, provides mental health/substance abuse treatment to federal inmates, and co-facilitates individual and group sex-offender treatment.



**Adolpha Bassett (NC)**

M/African American

Masters examination

Adolpha Bassett is a mental health clinician at Johnston County Public Health's Behavior Division in Smithfield, N.C. Adolpha holds a B.A. in psychology and an MSW. Licensed as a Clinical Social Worker in 2012, his areas of expertise include hospital and community mental health practice with children and adults in crisis.



**Kelli Cortes (GA)**

F/Caucasian

Masters examination

Kelli Cortes is a mobile crisis intervention clinician working in the city of Atlanta. She is a Licensed Clinical Social Worker with a private practice. She specializes in trauma, grief, and crisis intervention with clients of all age groups.



**Sharon Cutts (CT)**

F/Caucasian

Clinical examination

Sharon Cutts, Licensed Clinical Social Worker, has been a clinical social worker for 29 years. She received her BSW from Penn State and MSW from Smith College School for Social Work. The first 16 years she worked in a range of settings, including a child guidance clinic, hospital emergency room, child welfare agency, and residential facility for adjudicated adolescent males. Her private practice is located in Wethersfield, Conn. She primarily works with teens and adults in individual, couple, and family modalities. Areas of expertise include anxiety, depression, LGBT issues, and integration of spirituality and psychotherapy.



**Tammy Dyson (BC)**

F/Caucasian

Bachelors examination

Tammy Dyson, MSW, Registered Clinical Social Worker, is a social work consultant on the Home Hospice team in Vancouver, BC. Tammy has worked in the field of end-of-life care in British Columbia and the California Bay Area, for more than 15 years. She has taught and facilitated on topics related to end-of-life care, including advance care planning, emotional care in the final days of life, and grief.



**Susanna Hendrickson (KS)**

F/Caucasian

Bachelors examination

Susanna Hendrickson is a school social worker in Kansas City, Kan. She earned her BSW from Wichita State University and her MSW from University of Missouri-Kansas City. Susanna has 18 years of experience working with children and families in shelters, inpatient mental health, and education settings. Her areas of expertise include crisis intervention, domestic violence, and children's mental health.



**Carl Hokanson (MN)**

M/Caucasian

Bachelors examination

Carl Hokanson is a social work manager and direct service provider at a medical rehabilitation center in St. Paul. He has 12 years of post-MSW experience and is a Licensed Graduate Social Worker in Minnesota. His areas of expertise include geriatrics and aging, case management, and medical social work.

**Liz Johnston (CA)****F/Caucasian****Clinical examination**

Liz Johnston is a Licensed Clinical Social Worker in private practice. She specializes in treating addiction and trauma and teaches undergraduates in social science at Cal Poly University. She received her Ph.D. from Smith College School for Social

Work; her dissertation research focused on psychological coping in older adults who survive critical illness.

**Karen Slovak (OH)****F/Caucasian****Bachelors examination**

Karen Slovak is an associate professor in social work at Malone University. She received her MSSA and Ph.D. from Case Western Reserve University. Her practice experience includes school social work, juvenile delinquency, and substance abuse.

Her areas of research include suicide, cyberbullying, and school social work.

**Debby Jones (BC)****F/Caucasian****Clinical examination**

Debby Jones is a Registered Clinical Social Worker from Victoria, BC, and works at British Columbia Children's Hospital. She holds a BSW from McGill University and an MSW from the University of Victoria. Her practice during the past 38 years has

included child protection, child and youth mental health, early intervention, serving as Ombudsman at a community college, and social work practice leader and ethics consultant in a health authority.

**Charu Stokes-Williams (HI)****F/African-American, Asian****Masters examination**

Charu Stokes-Williams is a captain in the United States Air Force. She is a Licensed Independent Clinical Social Worker who manages the alcohol and drug abuse prevention and treatment program at JB Pearl Harbor – Hickam, Hawaii, Mental Health Clinic. She holds an MSW from the University of Michigan and a Ph.D. in social work from Boston College.

**Michelle Piper (AL)****F/Asian****Masters examination**

Michelle Piper is a Licensed Certified Social Worker working in a state inpatient psychiatric hospital. She holds a BSW and an MSW from the University of Alabama. She also provides clinical social work supervision and is working on completing

a DSW degree.

**Bora Sunseri (LA)****F/Asian****Clinical examination**

Bora Sunseri is a Licensed Clinical Social Worker with more than 25 years of post-MSW experience. Bora is a member of the Louisiana Department of Children and Family Services Transformation Project, working to modernize computer systems. Her areas of expertise include child welfare, Continuous Quality Improvement, the military, and corrections.

**Benjamin Rosenberg (NY)****M/Asian****Bachelors examination**

Benjamin Rosenberg, Licensed Clinical Social Worker, has experience in community mental health as a direct service provider working with patients in English and Spanish. He also has experience in Continuous Quality Improvement and currently works in the area of health information technology.

**June Yee (AB)****F/Chinese Canadian****Masters examination**

June Yee is a Registered Clinical Social Worker working in outpatient heart health. She holds a BSW and an MSW with more than 35 years of post-MSW experience. June's areas of expertise include psychosocial aspects of adult congenital heart defects, mental health, stress management, anxiety, depression, cardiac wellness, program planning, and research.

## ITEM DEVELOPMENT CONSULTANTS, 2016

The association contracts with experienced social workers who work directly with item writers in the creation of the questions that are presented to the Examination Committee. These consultants also attend Examination Committee meetings to gather feedback from the committee on the work of writers.

**David Aiken (FL)****M/Caucasian****Clinical examination**

David Aiken holds an MSW from Barry College in North Miami Shores, Fla. David has worked as a social worker in the Air Force and for various community mental health centers in Ohio, with adults, children, and adolescents. He also has

considerable experience working with court-ordered forensic clients and on crisis intervention teams. David now does volunteer work with the Lee County Sheriff's Office in Fort Myers, Fla.

**Monica Roth Day (MN)****F/Caucasian****Masters examination**

Monica Roth Day received her bachelor's in psychology with a minor in counseling from the University of Iowa; her MSW from the University of Minnesota Duluth; and her Ed.D. from the University of Minnesota. Monica is a social work educator with 20 years of post-

MSW experience. She is the director of the Center for Excellence in Teaching and Learning and social work program coordinator at the University of Wisconsin-Superior.

**Amanda Duffy Randall (NE)****F/Caucasian****Bachelors examination**

Amanda Duffy Randall, Ph.D., is clinically licensed and is the director of the Grace Abbott School of Social Work at the University of Nebraska Omaha. She has taught for more than 30 years and maintains a private practice working with

adolescents, adults, and families in the LGBT community. She is a past president of ASWB and former member of the Nebraska Board of Mental Health Practice.

**Nancy Sidell (PA)****F/Caucasian****Masters examination**

Nancy Sidell earned her master's degree from Case Western Reserve University and her Ph.D. from Ohio State University. Nancy started her professional life as a social worker in a nursing home and moved on to hospital settings, both community and teaching facilities.

Nancy is a faculty member at Mansfield University of Pennsylvania, where she is currently serving as dean of natural and social sciences. Her areas of expertise include gerontology, rural issues, social work communication skills, and teaching pedagogy. She is the author of *Social Work Documentation, 2nd ed.*, published in 2015.

**Bynia Reed (MD)****F/African American****Clinical examination**

Bynia Reed earned her MSW from the University of Southern California, Los Angeles, and her bachelor's degree in psychology from Princeton University. Bynia's training focused

on early childhood development, attachment theory, and family mental health. She has a private practice in Laurel, Md., where she focuses on play therapy and treatment of children, adolescents, and adults.

# 2015-2016 PRACTICE ANALYSIS

The practice analysis provides a picture of the current state of social work practice in the U.S. and Canada and will be used to update the test blueprints for the ASWB social work exams in 2018. Because of their direct link to current knowledge, practice analyses are crucial to the legal defensibility of these examinations.

A practice analysis survey that covers the full range of social work tasks that are performed, asks how important it is for social workers to have certain knowledge in order to perform those tasks competently, is based on the job(s) being tested, and is drawn from an adequate number of respondents forms the basis for the construction of valid examinations. However, the picture of the profession captured through this process has limited usefulness. Professions change over time, so a new practice analysis must be conducted to reexamine social work job-related knowledge, skills, and abilities.

ASWB policy mandates that a practice analysis be conducted every five to seven years. ASWB contracted with Human Resources Research Organization (HumRRO) to conduct the current study. The last ASWB practice analysis was completed in 2009.

## 2015-2016 PRACTICE ANALYSIS TASK FORCE

The ASWB Practice Analysis Task Force (PATF) was made up of social work degree-holders with a social work license in good standing. The task force was balanced for diversity in ethnicity, geographic location, and practice settings.

The PATF met November 20–21, 2015, to develop the survey that was launched on April 5, 2016, and remained open until May 16. The targeted sample was made up of more than 180,000 social workers from the U.S. and at least 20,000 from Canada.

The final meeting of the PATF was September 16–17, 2016. The task force was charged with balancing the data obtained from the practice analysis survey and their own subject matter expertise to create the recommended blueprints for the new ASWB examinations scheduled to be launched in January 2018.



# 2015-2016 PRACTICE ANALYSIS TASK FORCE



**Front row (left to right):** Alejandro (Alex) Zamora, Tiffany Welch, Nelly Chow, Efia Miles, Brianna Matsuura, Dana Calhoun, Jenna Okrasinski, Susan Feyen-Reay, Jean Leong, Jenna Crawford, Monique Stinson  
**Back row (left to right):** Dianna Cooper-Bolinskey, Velia Villegas-Aguillon, Sharon Zimmerman Wilson, Mark Gagnon, Jennifer Winship, Pamela Huggins, Joe Schriver, Steven Ramos, Jeffrey Trant

## 2015-2016 PRACTICE ANALYSIS OVERSIGHT PANEL

The ASWB Oversight Panel was made up of ASWB's Item Development Consultants, licensed social workers who have intimate experience, involvement, and expertise in the exam development process. They provided guidance and recommendations to both HumRRO and ASWB staff as well as the Practice Analysis Task Force.



**Front row (left to right):** Nancy Sidell, Bynia Reed  
**Back row (left to right):** Amanda Duffy Randall, Monica Roth Day, David Aiken

## OVERSIGHT PANEL MEETING DATES

October 1, 2015  
January 8, 2016  
June 2, 2016  
October 2, 2016



# 2016 ITEM WRITERS

In 2016, ASWB added 19 social workers to its North American pool of item writers. These writers have joined a diverse writing network responsible for creating the test questions that move from Item Development Consultants to review by the Examination Committee. Each writer is expected to create 30 items that meet ASWB standards per contract.

Name/Jurisdiction	Race/Ethnicity, Gender	Current Practice Setting	SW Degree(s)	Areas of expertise
India Anderson (IN)	African American, female	Direct practice	BSW, MSW	CBT and solution-focused approaches and play/game therapy techniques
Ophra Ashur (CA)	Caucasian, female	Direct practice	MSW	Therapy for childhood and adolescent anxiety and OCD
Sohani Cooray (TX)	Asian, female	Academia	MSW	Social economic justice and oppression, grant writing
Janeen Cross (PA)	African American, female	Direct practice	BSW, MSW, DSW	Direct clinical social work practice
Jessica Davis (IL)	African American, female	Direct practice/Academia	BSW, MSW	Substance use, hospice, long-term and managed care
Cardinal Fomradas (AB)	Caucasian, male	Direct practice	BSW, MSW	Mental health and capacity assessment testing
Ernest Garrett (MO)	African American, male	Direct practice	MSW	School social work, deaf and hard of hearing populations
Rikki Gonser (ID)	American Indian, female	Direct practice	MSW	Cognitive-behavioral therapy, DBT, and mindfulness
Tarrington Hunter (NB)	French Canadian, female	Direct practice	BSW, MSW	Complex trauma with a focus on PTSD
Julia Lopez (MO)	Hispanic, female	Direct practice	BSSW, MSW	Spanish-speaking therapy services, community mental health
Rae Marsh (NC)	African American, female	Direct practice/Academia	BSW, MSW	Ethics, interviewing, child development
Deborah Massey (GA)	African American, female	Direct practice	MSW	Substance abuse, PTSD, social justice
Ruben Mina (NY)	Afro-Latino, male	Direct practice	MSW	Community organization, planning, and development
Fiona Miu (OR)	Asian, female	Academia	MSW	Child protective services, Indian child welfare
Susie Moya (IL)	Hispanic, female	Direct practice	MSW	Trauma treatment with the Latino population
Rene Perales II (WI)	Hispanic, male	Direct practice	MSW	Crisis management, LGBTQ issues
Marcy Shaarda (CA)	Caucasian, female	Direct practice	BSW, MSW	Veterans issues, domestic and international child protective services
Tara Smith (AZ)	Caucasian, female	Direct practice	BSSW, MSW	Child welfare, CBT, multisystemic therapy
Vanna Thuston (TX)	Multiracial, female	Direct practice/Academia	MSW	Mental health and inpatient psychiatric work



The 2016 class of item writers attended training in June. Front row: India Anderson, Susie Moya, Rikki Gonser, Ophra Ashur. Middle row: Ernest Garrett, Fiona Miu, Tarrington Hunter, Vanna Thuston, Tara Smith, Rae Marsh, Julia Lopez, Sohani Cooray, Jessica Davis. Back row: Ruben Mina, Rene Perales II, Deborah Massey, Janeen Cross, Cardinal Fomradas, Marcy Shaarda

# 2016 FORM REVIEWERS

A final review of a complete ASWB examination is conducted before a test form goes online for administration. These form reviews are conducted by subject matter experts, primarily emeritus members of the ASWB Examination Committee.

Name/Jurisdiction	Race/Ethnicity, Gender	Current Practice Setting	SW Degrees	Areas of expertise
Miriam Balen (BC)	Caucasian, female	Direct practice	BSW, MSW	Mental health practice with children, adolescents, and adults
Shannon Bender-Bell (BC)	Caucasian, female	Direct practice	BSW, MSW	Trauma, domestic violence, grief
Trevor Gates-Crandall (NY)	Caucasian, male	Academia	MSW, Ph.D.	Addictions, LGBT issues, social work research
Keeva Hartley (MN)	African American, female	Direct practice	MSW	Trauma, play therapy, attachment disorders, domestic violence
Nora Jessome (NS)	Caucasian, female	Social work administrator	MSW	Community development, early childhood development, disaster relief
Debby Jones (BC)	Caucasian, female	Direct practice	BSW, MSW	Mental health; supervision; children, youth, and families
Jane Matheson (AB)	Caucasian, female	Direct practice	MSW, Ph.D.	Children, youth, and families; child welfare; mental health administration
Jay Memmott (SD)	Caucasian, male	Academia	MSW, Ph.D.	Mental health, substance abuse, gerontology, research
Stacey Owens (MD)	African American, female	Direct practice	BSW, MSW	Mental health and work with military veterans
Sujata Pai (NY)	Asian, female	Direct practice	MSW, MPA	Administrative, supervisory, and direct care capacities in child welfare
Sandra Starks (KY)	African American, female	Direct practice/Academia	MSW, Ed.D.	Cultural competency, diversity, women's issues, clinical practice
Susanna Sung (MD)	Asian, female	Direct practice	MSW	Adult mood and anxiety disorders, community outreach, government relations, policy
Karen Tamminga (OR)	Caucasian, female	Direct practice	MSW	Addictions, dual diagnoses, trauma, and community mental health social work
Leana Torres (AZ)	Pacific Islander, female	Direct practice	MSW	Community mental health, inpatient psychiatric hospital social work, and military social work

## EXAMINATION DEVELOPMENT MEETINGS, 2016

### JANUARY 8–9

Form Review  
Culpeper, VA

### JUNE 24–26

Item Writer Training  
Washington, DC

### SEPTEMBER 30–OCTOBER 2

Exam Committee/Form Review  
Arlington, VA

### APRIL 1–3

Exam Committee/Form Review  
Reston, VA

### AUGUST 5–7

Exam Committee  
New Orleans, LA

### JUNE 3–5

Exam Committee/Form Review  
Washington, DC

### SEPTEMBER 16–17

Practice Analysis Task Force  
Alexandria, VA



**ASWB**

400 Southridge Parkway, Suite B  
Culpeper, Virginia 22701  
[www.aswb.org](http://www.aswb.org) • [info@aswb.org](mailto:info@aswb.org)