



Examination Program

2021 YEARBOOK

The success of the Association of Social Work Boards social work licensing examination program depends on the hard work of a diverse group of volunteers, consultants, and contracted item writers committed to public protection. Together, these social workers ensure that the ASWB examinations remain fair, valid, and reliable.

Examination development program projects

In addition to producing and approving items for the social work licensing exams, staff, committee members, and consultants launched several other projects in 2021.

Practice analysis, Social Work Workforce Coalition, and Social Work Census

Preparation is well under way for the next practice analysis, which will be an expanded effort and opportunity to collaborate with the social work community. ASWB has secured commitments from nine major social work organizations to form the Social Work Workforce Coalition and to launch a series of social work community input sessions. The work of the coalition, coupled with the community input sessions, will help inform the questions asked on the demographic and task statement portions of the survey, to be launched in 2023 as the Social Work Census.



ASWB has already begun the work of leveraging our messaging around the coalition and census and are planning the next exam creation process to ensure that diversity, equity, and inclusion continue to be deliberately discussed and considered at every step of exam development.

Item writer training

ASWB received 352 applications during new item writer recruitment in 2020. A diverse group of 23 new item writers was chosen. Typically, new item writers are trained during a two-day, in-person workshop. In August 2021, however, the training was presented using an interactive, online format.

Exam resources for educators

ASWB is producing a suite of exam resources for social work educators. This work, which will continue into 2022, will include a rework of the exam guide, an item writer training for educators, data release to schools of social work, and new resources for the Group Review Practice Test.

Much of the work this year has centered around developing a core set of recommended exam references broken down by content area for each exam category. An advisory panel made up of outside educators and our item development consultants guided the creation of a survey of educators on the resources they use to teach social work. This data was synthesized with our item writer reference usage data. This new reference list will form a core component of the new exam guide to be released in 2022.

Diversity, equity, and inclusion

The ASWB Exam Development program embraces the social work profession's values of diversity, equity, and inclusion in every step of creating the social work licensing examinations.

The program has always trained writers and Exam Committee members to guard against bias in items. To take this training a step further, video links containing general training about microaggressions were sent out to exam program participants, including item writers, Exam Committee members, form reviewers, and item development consultants. Staff discussed the topic further with item writers in the item writer/consultant forums and with the full Exam Committee. This focus on ensuring no potential microaggressions appear in items has been ongoing for the Exam Development department.

Additional DEI work included a sensitivity review of our online practice test and a term usage discussion with our Exam Committee members to make sure items use the most sensitive language possible.

All committee and item writer demographics are self reported.

2021 Examination Committee

CLINICAL



Sharon Cutts (Connecticut)

White • she/her

Co-chair, [Clinical examination](#)

Sharon Cutts has been a Licensed Clinical Social Worker for more than 30 years. She holds a BSW from Pennsylvania State University and an MSW from Smith College School for Social Work. Sharon worked in a range of settings before establishing a private practice in Wethersfield, Connecticut. These settings included a child guidance clinic, a hospital emergency room, a child welfare agency, and a residential facility for adjudicated adolescent males. Sharon works primarily with teens and adults in the areas of trauma, anxiety, depression, sexual minority-related issues, and integration of spirituality and psychotherapy.



Joseph Harper (Illinois)

White • he/him

[Clinical examination](#)

Joseph Harper serves as the executive director of Comprehensive Behavioral Health Center of St. Clair County, Inc., which provides mental health and substance abuse services to the community. He also serves as an adjunct faculty member at the University of Southern California. He previously held positions with the Illinois Department of Human Services Division of Mental Health and most recently served as executive director of the southern region. He has prior practice experience in child welfare, employee assistance programs, and outpatient mental health services. Joe has coauthored several publications in the field of forensic social work practice and has served as an expert witness regarding forensic populations.



Lauren Henríquez-Bentiné (New York)

Latinx • she/her

[Clinical examination](#)

Lauren Henríquez-Bentiné is a bilingual and bicultural Licensed Clinical Social Worker. She is currently a social work director for a community-based organization in a Bronx elementary school. Lauren has worked in school-based settings since 2016. Her areas of expertise include trauma, self harm, and depression, as well as providing services to immigrant populations. Lauren earned her BSW from Lehman College in 2004 and graduated from Fordham University's advanced standing MSW program in 2005.

The Examination Committee is made up of successful former item writers who are subject matter experts representing the diversity of the social work profession. This committee, appointed by the ASWB Board of Directors, typically meets up to four times a year to review and approve questions for use on the ASWB examinations.

CLINICAL



Jean Leong (Alberta)

Chinese • she/her

[Clinical examination](#)

Jean Leong, MSW, Registered Clinical Social Worker, is an approved clinical supervisor with the Alberta College of Social Workers. She has more than 30 years of post-MSW experience in health care settings and community-based agencies. She currently works in primary care, providing clinical services to patients in family practice settings as well as developing capacity for family physicians to manage mental health issues in their practices. Jean's experience includes working in mental health with a range of presenting issues and in supervisory roles. Her current interests are in the application of the biopsychosocial framework in working with family physicians and their patients, trauma-informed clinical work, and brief models of intervention.

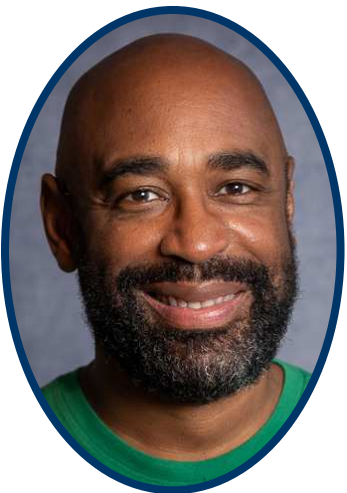


Marcy Shaarda (California)

White • she/her

[Clinical examination](#)

Marcy Shaarda received her MSW from the University of Texas at Austin in 2004. She is employed with the Department of Veterans Affairs in Oakland, California, working with veterans who are experiencing homelessness. Marcy is currently attending California Institute for Integral Studies for certification in Psychedelic Therapies and Research and MAPS MDMA Therapy Training Program.



Kirk Royster (New York)

Black/African American • he/him

[Clinical examination](#)

Kirk Royster is a Licensed Clinical Social Worker with an MSW from Columbia University School of Social Work. He is the Director of Operations for NYC's Bowery Residents Committee-Transit Homeless Outreach department, the largest homeless outreach program in the United States. He previously provided fee-for-service therapy and worked at a homeless shelter for older adults and a community senior center.

2021 Examination Committee

MASTERS



Jil Meadows (North Carolina)

White • she/her

[Co-chair, Masters examination](#)

Jil Meadows began her career in medical social work and then focused for two decades on working with children and youth. For 11 years, she worked as a counselor to students at Warren Wilson College, her alma mater. Jil recently returned to medical social work, providing services as part of a home-based primary care team for the VA hospital in Asheville, North Carolina. Jil uses neuroscience and positive psychology in her work with veterans and roots all her relationships in the power of authentic acceptance.



Rikki Davlin (Idaho)

Native American • she/her

[Masters examination](#)

Rikki received her MSW in 2009 and her clinical license in 2012. She has worked in many capacities, including a growing private practice working mainly with survivors of trauma and emergency medical services workers. Rikki also consults with local EMS departments to help facilitate mental health programs for their crews.



Tammy Dyson (British Columbia)

White • she/her

[Masters examination](#)

Tammy Dyson, MSW, a Registered Clinical Social Worker in Vancouver, British Columbia, currently works as the leader for the medical assistance in dying program for a large health authority. Tammy has worked in the field of end of life care in British Columbia and the California Bay Area for more than 23 years as both an educator and a consultant. She has taught and facilitated topics related to end of life care, including advance care planning and emotional care in the final days of life, and grief.

MASTERS



Ruben Mina (New York)

Black Latino • he/him

[Masters examination](#)

Ruben Mina lives in the Bronx, New York, and is a director with the New York City Department of Education. His work focuses on addressing educational inequity. He is a Licensed Masters Social Worker with expertise in youth and family programming, community engagement, policy analysis, and group facilitation.



Steven Parks (Texas)

Hispanic Caucasian • he/him

[Masters examination](#)

Steven Parks is a Licensed Clinical Social Worker and board-approved supervisor. He is currently employed as manager of the children's mental health program at Jewish Family Service. Steven also teaches as an adjunct faculty member for the University of Houston Graduate College of Social Work and operates a small private practice. Steven specializes in therapeutic treatment of children and adolescents with emotional and behavioral challenges. Steven also serves as a regional board member for National Association of Social Workers Texas Chapter.



Susanna Sung (Maryland)

Asian • she/her

[Masters examination](#)

Susanna Sung is a Licensed Certified Social Worker-Clinical and the director of the marketing and community relations unit at the National Institute of Mental Health Intramural Research Program*. She has extensive clinical and research background in adult mood and anxiety disorders, substance use disorders, and co-occurring disorders. Susanna's other areas of expertise include research, community outreach and engagement, government relations, and policy.

*Sung is serving in her personal capacity.

2021 Examination Committee

BACHELORS



Leana Torres (Arizona)

Asian • she/her

[Co-chair, Bachelors committee](#)

Leana Torres is a Licensed Clinical Social Worker working as a civilian with the U.S. Air Force Mental Health Clinic and in part-time private practice. She lives in Arizona and has 22 years of experience working in mental health. Her background includes community mental health, private and state inpatient psychiatric hospitals, and military mental health. She is licensed in Arizona and North Carolina.



Jessica Chatman (Illinois)

African American/Black • she/her

[Bachelors examination](#)

Jessica Chatman is an LCSW with twelve years of experience in mental health and substance use treatment. She graduated with a BSW and MSW from Southern Illinois University. She is currently the Senior Manager of Integrated Care Management Programs at Cook County Health. Expertise includes complex care oversight and quality assurance for managed care and community behavioral health organizations.



Vicki Coy (New Brunswick)

White • she/her

[Bachelors examination](#)

Vicki Coy is a Registered Social Worker with more than 13 years of post-MSW experience and 21 years of social work experience. She owns a bilingual private practice specializing in grief, family violence, couples, and adjustment issues. Her previous work was at a military mental health clinic, in family court, and in schools, where she worked mainly with teens. Vicki started her involvement with ASWB in 2001 and has served on various committees.

BACHELORS



Julia López (Missouri)

Latina • she/her

[Bachelors examination](#)

Julia López, Ph.D., is a public health researcher who uses her clinical practice skills to further advance the field of sexual health using public health theories and frameworks. She has used her clinical expertise as a licensed social worker in community mental health settings and substance use treatment with the research design and methodology for analyzing, interpreting, and disseminating data across myriad settings and populations.



Rae Marsh (North Carolina)

Black • she/her

[Bachelors examination](#)

Rae Marsh is a Licensed Clinical Social Worker and Licensed School Social Worker in Apex, North Carolina. She has worked with children and families through child welfare agencies and the local school system. She also provides therapy through her private practice. Areas of expertise include crisis intervention, abuse and neglect, and dropout prevention. Rae began working with ASWB as an item writer in 2016.



Vanna Thuston (Texas)

Multiracial • she/her

[Bachelors examination](#)

Vanna Thuston is a Licensed Clinical Social Worker-Supervisor. She serves as the manager of the Greater Heights Community Resource Center with Memorial Hermann Health System in Houston, Texas, a community-based center embedded within the hospital that serves patients and surrounding community members. Her experience includes working with populations with serious mental illness, as well as identifying partnerships to enhance connection of clients to community supports. Her recent focus has been on macro approaches to various settings and populations.

2021 Examination Committee

A YEAR IN PHOTOS



Examination development meetings

2021 SCHEDULE



JANUARY 8-9
Exam Committee
online



JANUARY 13-15
Form Review
online



MARCH 12-13
Exam Committee
online



MARCH 26-28
Form Review
online



JUNE 4-5
Exam Committee
online



JUNE 9-12
Form Review
online



AUGUST 6-8
Exam Committee
Washington, D.C.
online/hybrid



AUGUST 20-22
Item writer training
online



SEPTEMBER 24-26
Exam Committee
Reston, VA
online/hybrid



SEPTEMBER 29-OCTOBER 1
Form Review
online

2021 item writers



Alexandra Alvarez Rivas

Massachusetts

Hispanic

she/her

LCSW



India Savage Anderson

Indiana

African American

she/her

LCSW



Anita Arenson

Minnesota

Latinx/Hispanic

she/her

LISW

Item writers are practicing social workers contracted by ASWB to write questions for the social work licensing exams. ASWB works to recruit item writers who are representative of the social work profession.



Ophra Ashur

California

White

she/her

LCSW



Nikki Barfield

Florida

African American

she/her

LCSW



Adolpha Bassett

North Carolina

African American

he/him

LCSW

2021 item writers



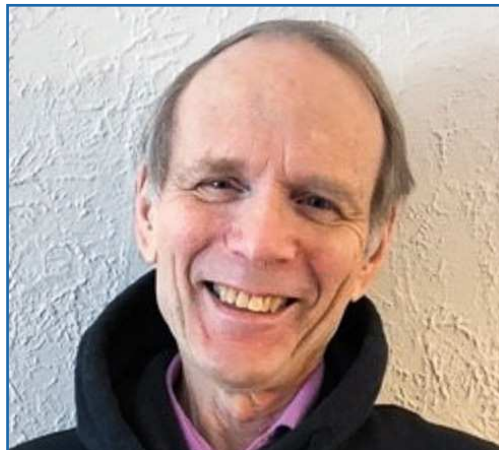
Shannon Bender-Bell

British Columbia

Caucasian

she/her

RCSW



Anthony Bibus

Minnesota

White

he/him

LISW



Shanel Bishop

Michigan

African American

she/her

LMSW, Clinical Specialty



Michele Boebert

Massachusetts

Caucasian/White

she/her

LCSW



Marcus Brown

Missouri

Black

he/him

LCSW



Robin Cann

Nova Scotia

Caucasian

she/her

RSW-PP

2021 item writers



Fiona Chen

Oregon
Asian
she/her
LCSW



Nelly Chow

Alberta
Chinese
she/her
RSW



Lana Cook

South Carolina
White
she/her
LMSW



Dianna Cooper-Bolinskey

Indiana
White
she/her
LCSW



Jenna Crawford

Pennsylvania
White
she/her
LCSW



Janeen Cross

Pennsylvania
African American
she/her
LCSW

2021 item writers



Teresa Crowe

Washington, D.C., Maryland

White

she/her

LICSW, LCSWC



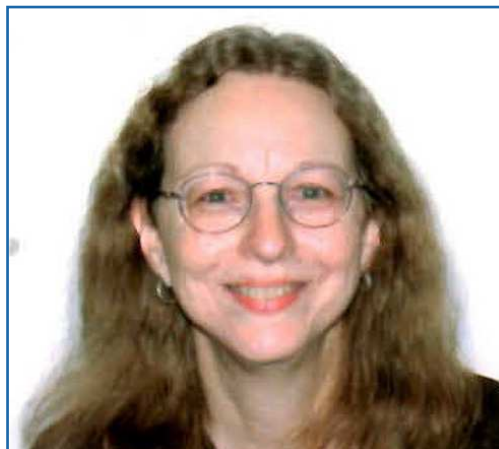
Patricia R. Cruz

Mississippi

African American

she/her

LCSW



Elizabeth A. D'Amico

Connecticut

she/her

LCSW



Sharon Dietsche

Maryland
LCSWC



Amanda Eagle

Florida
African American
she/her
LCSW



Christine Escobar-Sawicki

Illinois
White/Latina
she/her
LCSW

2021 item writers



Terri Ann Feher

Ohio
White
she/her
LISW-S



Sohani Adarika Fernando

Sri Lanka
Asian American
she/her
LCSW



Kristina Floyd

Maryland
Asian/White
she/her
LCSW-C



Olivia Fojas

California
Filipino/English
she/her
LCSW



Ernest E. Garrett III

Louisiana
African American/Black/Deaf
he/him
LCSW, LICSW



Laura Gibson

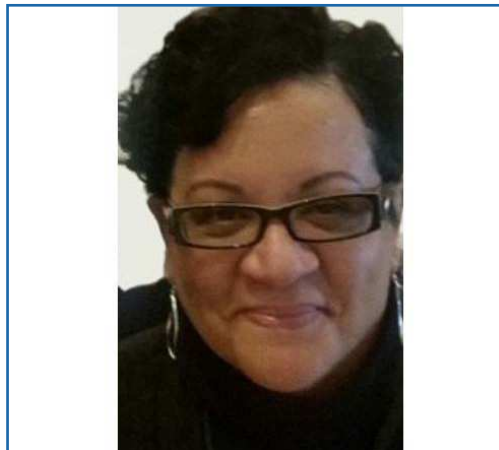
Indiana
she/her
LCSW

2021 item writers



Erica Gomes

California
Portuguese
she/her
LCSW



Giesela Grumbach

Illinois
African American/German
she/her
LCSW



Franzcesca Guidry-Jackson

Texas
Black/Asian
she/her
LMSW



LeQuandra Hale-Banks

Tennessee

African American

she/her

LCSW



Elaine Chapman Halsall

British Columbia

Caucasian (English/Canadian)

she/her

RCSW



Michael Harbin

Minnesota

White

he/him

LICSW

2021 item writers



Zelaika Davis Henderson

Texas

Black

she/her

LCSW



Emily Honken

Minnesota

White

she/her

LICSW



Cole Hooley

Utah

White

he/him

LCSW



Reagen Jackson

Georgia

African American

she/her

LCSW



Rahul Jain

British Columbia

Indian/South Asian

he/him

RCSW



Sonia Jassi

Alberta

South Asian

she/her

RSW

2021 item writers



Nora Jessome

British Columbia
Northern European
she/her
RSW



Alex Leach

Colorado
Biracial
she/her
LCSW



Meredith Lewis

Alabama
Black
she/her
LICSW



Leah Little

Michigan
Caucasian
she/her
LMSW



Rolando Liyim

District of Columbia
Latinx
he/him
LSW



Keri Mabry

New York
Navajo
she/her
LMSW

2021 item writers



Jane E. Matheson

British Columbia

White

she/her

RCSW, RCSW-S



Monica T. McDonough

Arizona

Hispanic

she/her

LMSW



Morgan McDowell

Minnesota

White

she/her

LICSW



Jay Memmott

Kansas

White

he/him

LSCSW, LCAC



Meagan Minster

Wisconsin

White

she/her

APSW



Andrea Monto

Oregon

White/Caucasian

she/her

LCSW

2021 item writers



Susie Moya

Illinois

Latina/Mexican

she/her

LCSW



Shiho Murakami

Maryland

Japanese

she/her

LCSW-C



Linda Openshaw

Texas

White/Caucasian

she/her

LCSW-S



Kristi Paguio

Michigan
Caucasian
she/her
LMSW



Paul Perales

Wisconsin
Latinx
he/him
LCSW



Cecilia Ponce

Kansas
Latinx
she/her
LSCSW

2021 item writers



Stephanie Poplock

New York

Caucasian/Middle Eastern

she/her

LICSW



Chaundra Randle

Michigan

African American

she/her

LMSW



Susan Reay

Nebraska

White

she/her

LICSW



Benjamin Rosenberg

New York

Korean

he/him

LCSW-R



Tamea Ryan

Illinois

Black/African American

she/her

LISW



Jodi Schollaardt

Alberta

Caucasian

she/her

RSW

2021 item writers



Amy Seese-Bieda

Washington

White

she/her

LICSW, LCSW, LSW



Catherine Simmons

Colorado

White/Caucasian

she/her

LCSW



Andrea Galiette Skoglund

Texas

White

she/her

LCSW-S



Karen Slovak

Ohio
White
she/her
LISW-S



Michael Smith

Alabama
White
he/him
LICSW, PIP



Tara Smith

Arizona
White/Caucasian
she/they
LCSW-S

2021 item writers



Trish Smith

Alberta
Caucasian
she/her
RSW-C



Laura Spiering

Wyoming
White
she/her
LCSW



Mary Stebbins

Virginia
Caucasian/White
she/her
LCSW



Michael J. Sunseri

Louisiana
Caucasian
he/him
LCSW



Marcia Davis Taylor

South Carolina
African American
she/her
LMSW



Richard Wallace Taylor

California
African American
he/him
LCSW

2021 item writers



Rhodalyn Thomas

California

Pacific Islander

she/her

LCSW



Licia Thomas-Wagoner

Virginia

Black/Hispanic

she/her

LCSW



Marquita Thurman

Mississippi

African American/Black

she/her

LCSW



Jeffrey Trant

Massachusetts

White/Not Hispanic or Latino

he/him

LCSW



Michelle Piper Tremba

Florida

Caucasian/Asian

she/her

LCSW



Maureen Underwood

Texas

White/Caucasian

she/her

LCSW

2021 item writers



Betty Voltaire

New York

Afro-Caribbean

she/her

LMSW



Senetra Wallace

North Carolina

African American

she/her

LCSW



Brittany Ward

Ohio

African American

Black she/her

LISW



Stephanie Washington

Texas

Black

she/her

LCSW-S



Tiffany Welch

Pennsylvania

Caucasian

she/her

LSW



Scott A. Wilkes

Ohio

African American

he/him

LISW-S

2021 item writers



June Yee

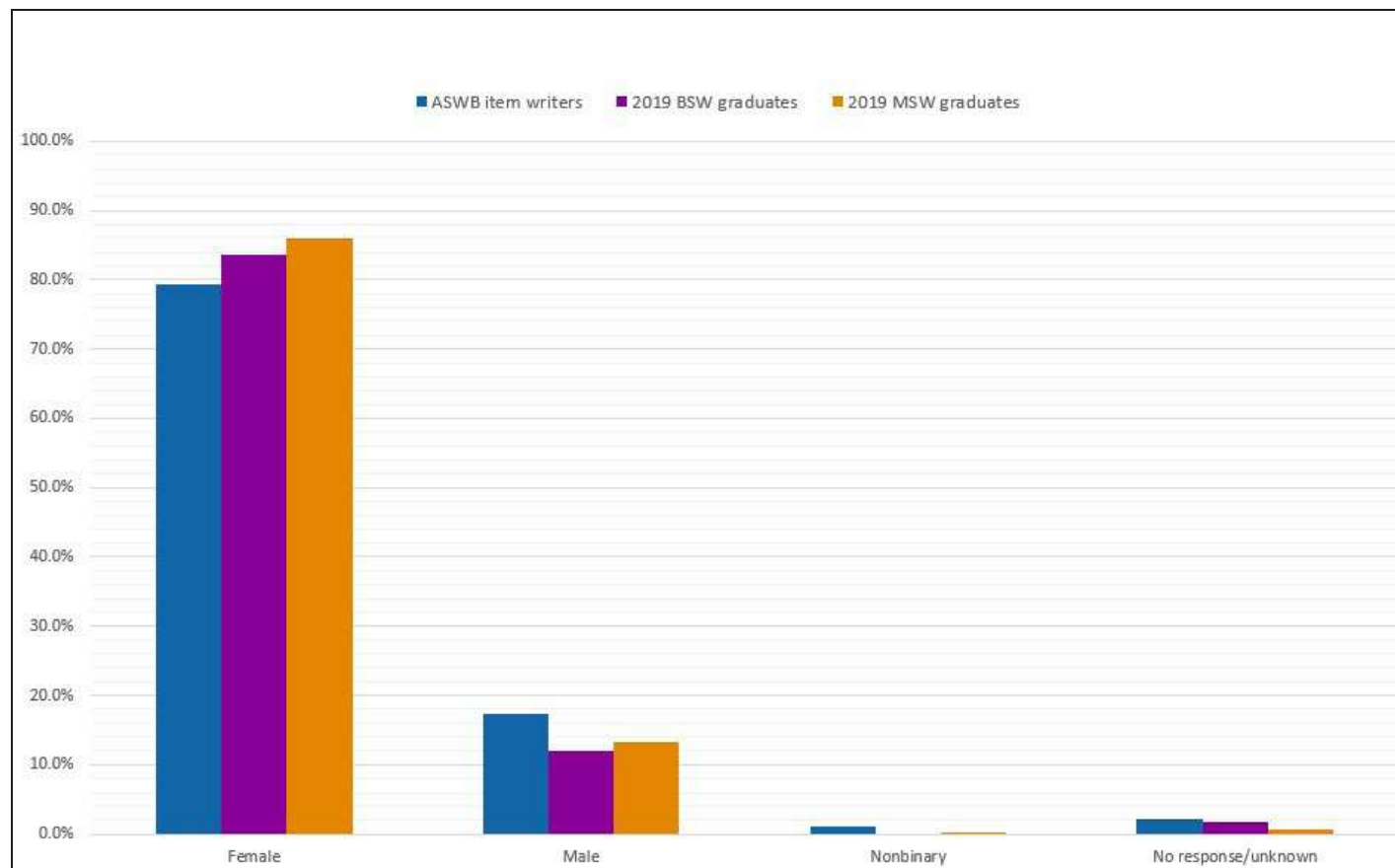
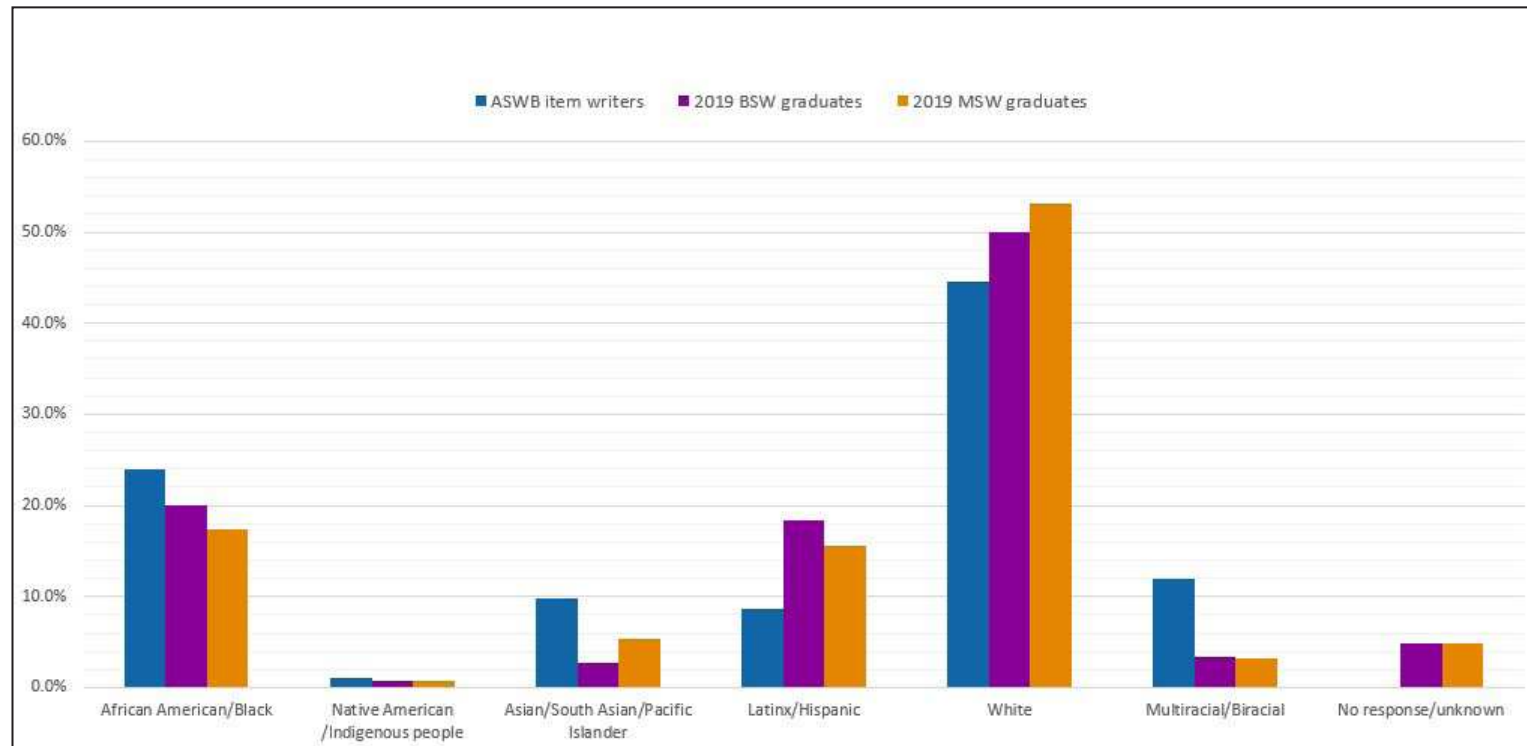
Alberta
Asian
she/her
RSW-C



Alejandro Zamora

Idaho
Latino
he/him
LCSW

The charts below show the racial/ethnic and gender breakdowns of active item writers in 2021, compared to 2019 data on social work graduates compiled by CSWE.¹



1. REFERENCE: [https://cswe.org/getattachment/Research-Statistics/2019-Annual-Statistics-on-Social-Work-Education-in-the-United-States-Final-\(1\).pdf.aspx](https://cswe.org/getattachment/Research-Statistics/2019-Annual-Statistics-on-Social-Work-Education-in-the-United-States-Final-(1).pdf.aspx)

2021 Exam program consultants



Amanda Duffy Randall (Nebraska)

White • she/her

Item development consultant, Bachelors examination

Amanda Duffy Randall, Ph.D., is clinically licensed and recently retired from her position as director of the Grace Abbott School of Social Work at the University of Nebraska Omaha. She has taught for more than 32 years and maintains a private practice working with adolescents, adults, and families in the sexual minority community. She is a past president of ASWB and former member of the Nebraska Board of Mental Health Practice.



Keeva Hartley-Stouffer (Minnesota)

African American • she/her

Item development consultant, Masters examination

Keeva Hartley-Stouffer is a direct service provider with more than 15 years of clinical practice experience. She holds an MSW and an independent clinical license in Minnesota. Keeva also has a certificate in child abuse prevention studies. Her areas of expertise include trauma, play therapy, attachment disorders, and domestic violence. Keeva was trained as an ASWB item writer in 2007, was selected as a member of the Clinical exam committee, and served as the co-chair in 2012 and 2013.



Stacey Owens (Maryland)

African American • she/her

Item development consultant, Bachelors examination

Stacey Owens earned her MSW from the University of Texas and her BSW from Prairie View A&M University. Stacey is clinically licensed with 15 years of experience in the federal government. Her areas of expertise include crisis mental health, diagnostic assessment, and public health regulation. She has worked with specialty populations including military service members, veterans, clients who are incarcerated, and patients/families receiving hospice care. Stacey was trained as an ASWB item writer in 2009, was selected as a member of the Bachelors exam committee, and served as the Bachelors exam committee co-chair in 2013 and 2014.

ASWB contracts with experienced social workers who work directly with item writers in the creation of the questions that are presented to the Examination Committee. The consultants are all successful former item writers and Examination Committee members. These consultants also attend Examination Committee meetings to provide guidance and gather feedback from the committee on the work of item writers.



Bynia Reed (Maryland)

African American • she/her

[Item development consultant, 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, Maryland, where she focuses on play therapy and treatment of children, adolescents, and adults. Bynia became an item writer for ASWB in 2007, was a member of the Clinical exam committee, and served as Clinical exam committee co-chair in 2009 and 2010.



Monica Roth Day (Minnesota)

White • she/her

[Item development consultant, 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 23 years of post-MSW experience. She currently works as an associate professor and associate director of the child welfare/Title IV-E Program at Metropolitan State University in St. Paul, Minnesota. Monica became an item writer for ASWB in 2007, joined the Masters exam committee in 2010, and served as Masters exam committee co-chair in 2013.



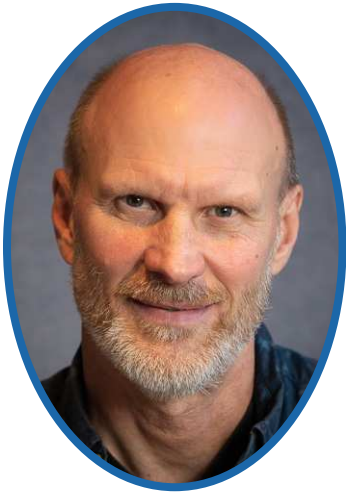
Nancy Sidell (Pennsylvania)

White • she/her

[Exam development consultant](#)

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 an emeritus faculty member at Mansfield University of Pennsylvania, where she served as a professor of social work and in several administration roles. She is currently a part-time faculty member for Capella University's DSW program. 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 by NASW Press.

2021 Exam Program Consultants



Greg Winkler (Wisconsin)

White • he/him

Item development consultant, Clinical examination

Greg Winkler, LCSW, is a deputy director at Rock County Human Services Department in Janesville, Wisconsin. With 30 years of experience in the field, Greg has practiced in clinical, administrative, and education positions after receiving an MSSW from University of Wisconsin-Madison. He has worked primarily in behavioral health settings within a private health care system and in a public county agency. He has also served on the Wisconsin licensing board and as the ASWB delegate for Wisconsin.

