

**AGENDA**  
**BOARD OF PSYCHOLOGY**  
**November 1, 2016- BOARD ROOM 2**

10:00 a.m.

CALL TO ORDER–Herbert Stewart, Ph.D., Chair

- Ordering of Agenda
- Public Comment
- Approval of Minutes

DHP DIRECTOR’S REPORT- David E. Brown, DC

EXECUTIVE DIRECTOR’S REPORT – Jaime Hoyle

LEGISLATIVE UPDATE & REGULATORY REPORT- Elaine Yeatts

DISCIPLINARY CASE UPDATE – Jennifer Lang

BOARD OFFICE UPDATE - Deborah Harris

BOARD COUNSEL UPDATE – Jim Rutkowski, Esq.

COMMITTEE REPORTS:

- Board of Health Professions –Herb Stewart, Ph.D.
- Regulatory Committee –James Werth, Ph.D.

NEW BUSINESS:

Workforce Data Presentation – Elizabeth Carter, Ph.D.

HPMP Presentation – Peggy Wood

Probable Cause Presentation- Anne Joseph

OLD BUSINESS:

VSOTA Request for Continuing Education Provider

Psychology Assessment Guidance Document – James Werth, Ph.D.

Closed Session: To Consider Consent Orders- Jennifer Lang

ADJOURN:

**PLEASE LISTEN TO THE FOLLOWING INSTRUCTIONS ABOUT EXITING THESE PREMISES  
IN THE EVENT OF AN EMERGENCY.**

In the event of a fire or other emergency requiring the evacuation of the building, alarms will sound.

When the alarms sound, leave the room immediately. Follow any instructions given by Security staff

**Board Room 2**

Exit the room using one of the doors at the back of the room. (Point) Upon exiting the room, turn **RIGHT**. Follow the corridor to the emergency exit at the end of the hall.

Upon exiting the building, proceed straight ahead through the parking lot to the fence at the end of the lot. Wait there for further instructions.

You may also exit the room using the side door (**Point**), turn **Right** out the door and make an immediate **Left**. Follow the corridor to the emergency exit at the end of the hall.

Upon exiting the building, proceed straight ahead through the parking lot to the fence at the end of the lot. Wait there for further instructions.

Approval  
of  
Board Meeting Minutes

**Virginia Board of Psychology  
Quarterly Board Meeting  
Draft Minutes  
September 30, 2016**

**CALL TO ORDER:**

The Virginia Board of Psychology “Board” meeting convened at 10:00 a.m. on September 30, 2016, Board Room 1, at the Department of Health Professions (DHP) at 9960 Mayland Drive, Richmond, Virginia. Dr. Herbert Stewart, Chair, called the meeting to order.

**BOARD MEMBERS PRESENT:**

Herbert Stewart, Ph.D, ABPP, Chair  
James Werth, Ph.D., ABPP  
Susan Brown Wallace, Ph.D.  
Peter L. Sheras, Ph.D., ABPP  
J.D. Ball, Ph.D., ABPP  
Jen Little, Citizen Member

**BOARD MEMBERS ABSENT:**

Rebecca Vauter, Ph.D., ABPP  
Deja Lee, Citizen Member

**STAFF PRESENT:**

Jaime Hoyle, Executive Director  
Elaine Yeatts, DHP Senior Policy Analyst  
Christy Evans, Discipline Specialist  
Deborah Harris, Licensing Manager  
Dr. David Brown, DC, DHP Director

**BOARD COUNSEL:**

James Rutkowski, Assistant Attorney General

**WELCOME AND INTRODUCTIONS:**

Dr. Stewart read the mission statement of the Department of Health Professions, which was also the mission statement of the Board, and announced the Emergency Egress Procedures. Dr. Stewart welcomed the new Board members: Dr. Ball, Ms. Little, Dr. Sheras, and Dr. Vauter,

who was unable to attend the first meeting. Dr. Stewart also took the opportunity to thank Dr. William Hathaway, former Board member, who was in attendance as a member of the public.

**ADOPTION OF AGENDA:**

The agenda was accepted as presented.

**APPROVAL OF MINUTES:**

The minutes of November 10, 2015 Board Meeting and February 23, 2016 Regulatory Meeting were approved with minor changes.

**PUBLIC COMMENT:**

Jennifer Morgan, Psy.D, Virginia Psychological Association (VPA)/Virginia Academy of Clinical Psychology (VACP) liaison, updated the Board about the VACP Conversation Hour, which will be held on Saturday, November 5th, 2016 at 9:00 a.m. at the Hilton Hotel in Short Pump. Dr. Morgan noted the Conversation Hour has been added to the Fall meeting schedule because it has been well received by the members. She encouraged Board members and staff to attend and participate.

William Hathaway, former Board Member and Regulatory Committee Chair, was present at the meeting and discussed some previous business regarding his draft document on assessments.

**AGENCY DIRECTOR'S REPORT:**

Dr. Brown welcomed the new Board members and invited them to attend the training for New and Current Board members on October 24th, 2016 at the Perimeter Center. Of particular interest will be a Freedom of Information Act ("FOIA") presentation given by Maria Everett of the FOIA Council and a review of disciplinary actions presented by Erin Barrett from the Office of the Attorney General. Additionally, Board members will learn more detailed information regarding three programs offered through DHP: the Prescription Monitoring Program, the Health Practitioner's Monitoring Program, and the Healthcare Workforce Data Program. Dr. Brown also noted that the Behavioral Science Boards are piloting the use of laptops in Board meetings and hearings, in an effort to become more cost-effective and efficient.

## **STAFF REPORTS:**

### Executive Director's Report

Jaime Hoyle, Executive Director for the Boards of Counseling, Psychology, and Social Work welcomed the new members to the Board. Ms. Hoyle stated that the Boards and staff are constantly attempting to streamline processes, applications, and forms. She reiterated that using laptops is an example of such efforts, and it seemed to be working well. The laptops also are consistent with efforts to "go green" and scan all licensure and discipline documents instead of providing paper copies. Moving in this direction has aided in the discipline review process because Board members can receive and review cases for probable cause electronically. However, as a result of prior staffing issues, there remains a backlog of discipline cases. Ms. Hoyle encouraged each of the Board Members to review cases in order to eliminate the backlog.

### Deputy Executive Director's Report

Christy Evans, Discipline Specialist, reported the discipline report on behalf of Jennifer Lang, Deputy Director. The Board of Psychology currently has three cases at the Informal Conference (IFC) level, and two will be heard on December 5th. The Board also has 20 cases in investigation, and 52 cases in probable cause status. Please contact Jenn or Christy to volunteer to review cases.

### Licensing Manager's Report

Deborah Harris, Licensing Manager, welcomed new Board members and asked them to please contact her with questions. She is more than happy to assist them transition into their new roles. The next Board meeting will be held on November 1, 2016. The dates for the upcoming 2017 meetings are in the Agenda packets.

The following licenses were issued in the last quarter:

- 57 Clinical Psychologists
- 6 Residents in training
- 34 School Psychologists Limited
- 4 Sex Offender Treatment Providers

### Board Counsel's Report

Jim Rutkowski, Board Counsel, reported that at the previous Board meeting he was asked to give some clarification on statute §54.1-3601. Exemption from requirements of licensure. Mr. Rutkowski explained and clarified that licensed persons who come from another state can

evaluate and assess a person for the purpose of testifying without being licensed in the state of Virginia.

## **COMMITTEE REPORTS:**

### Board of Health Professions Report

Dr. Stewart stated he did not attend the Board of Health Professions (BHP) meeting so he does not have a report. He has applied to the Secretary of the Commonwealth to be appointed to the Board, and hopes to attend the November meeting regardless of whether he is an official member.

### Regulatory Committee Report:

Dr. Stewart reported he has been working closely with the Association of State and Provincial Psychology Boards (ASPPB), and has been appointed to their Workforce Data Taskforce. He also stated Dr. Werth agreed to be Chair of Regulatory Committee and asked the new Board members to consider being on the committee. He stated that some of the topics identified for upcoming Regulatory meetings are the Psychology Interjurisdictional Compact (PSYPACT) and reviewing the standards of practice in the regulations.

Dr. Werth stated that he had asked Dr. Wallace and Dr. Ball to review Dr. Hathaway's draft document regarding assessments. Dr. Werth also stated that Ms. Little had agreed to work on the issue of social media and help develop a related guidance document.

## **UNFINISHED BUSINESS:**

Dr. Werth stated that once Dr. Wallace and Dr. Ball had reviewed and agreed upon the draft Guidance Document on Assessments, they would present it at the next Board meeting and then circulate the document to the Board of Counseling and the Board of Social Work for their input.

Ms. Hoyle reported on the DMAS workgroup status and stated that the workgroup never materialized because DMAS had been actively engaged in the Substance Use Disorder Workgroup. Dr. Brown and Ms. Hahn had been involved in this workgroup and Ms. Hoyle was brought in when it was determined that "peers" would need to be supervised by a licensed provider in order for the DMAS to reimburse for the service. As a result of these meetings, the DHP will be submitting legislation that was agreed upon by DMAS and the Department of Behavioral Health and Developmental Services (DBHDS) to require peer recovery specialists to register with the Board of Counseling. Additionally, the legislation would require Qualified Mental Health Professionals (QMHPs) to register with the Board of Counseling. These

developments addressed some many of the Board's concerns regarding the activities of unlicensed and unregulated individuals providing mental health services.

## **NEW BUSINESS:**

### Regulatory/Legislative Report

- Petition for Rulemaking:

Ms. Yeatts presented Dr. John Wieriman's Petition for Rulemaking that "pre" and "post" testing by practitioners be mandated by the Board of Psychology regulations. The Board discussed the public comments and the issues detailed. After a proper motion and a second, the Board voted unanimously not to initiate rulemaking in response to the Petition.

- Board Action on Public Participation Guidelines:

After a proper motion and a second, the Board voted unanimously to conform the public participation guidelines (18VAC125-11-50) to the Code of Virginia, relating to the right of an interested person to be accompanied by and represented by counsel or other representative to a board considering adoption of a regulation.

- Board Action on Continuing Education Requirements:

Recently passed legislation requires the health regulatory boards to allow volunteer hours to count toward a portion of each board's Continuing Education (CE) requirements. After a proper motion and a second, the Board unanimously voted to allow up to two CE hours to be satisfied through the volunteer delivery of psychological services. Three hours of volunteer service will amount to one hour of CE.

- Notice of Periodic Review:

After a proper motion and a second, the Board voted unanimously to approve the Notice of Periodic Review.

### Guidance Document 125-5.2: Behavioral Science Boards' Sanctioning Reference Point Instruction Manual

After a proper motion and a second, the guidance document 125-5.2 - Behavioral Sciences Board's Sanctioning Reference Point instruction manual - was approved unanimously.

### Adding Continuing Education Provider for Certified Sex Offender Treatment Provider



The Board deferred the discussion of adding a continuing education provider for Sex Offender Treatment Providers to the next Board meeting.

Meeting Dates

The 2017 Board meeting dates will be as following:

<b>Regulatory</b>	<b>Board</b>
Jan. 23	Jan. 24
May 15	May 16
Aug 14	Aug 15
Oct 30	Oct 31

**CLOSED SESSION:**

With a motion and vote, the Board went into closed session for consideration of consent orders. After discussion with a motion and vote, the Board went back into Open session.

With a motion and a unanimous vote, the Board voted to accept the consent order for Dr. William Carter.

**ADJOURNMENT:**

The meeting of the Board of Psychology adjourned at 2:15 p.m.

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Herbert Stewart, Ph.D.      Date

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Jaime Hoyle      Date

# Executive Director's Report

Virginia Department of Health Professions  
Cash Balance  
As of September 30, 2016

	<u>108- Psychology</u>
<b>Board Cash Balance as of June 30, 2016</b>	<b>\$ 883,936</b>
<b>YTD FY17 Revenue</b>	<b>42,657</b>
<b>Less: YTD FY17 Direct and In-Direct Expenditures</b>	<b><u>113,548</u></b>
<b>Board Cash Balance as September 30, 2016</b>	<b><u><u>813,045</u></u></b>

Virginia Department of Health Professions  
 Revenue and Expenditures Summary  
 Department 10800 - Psychology

For the Period Beginning July 1, 2016 and Ending September 30, 2016

Account Number	Account Description	Amount			% of Budget
		Amount	Budget	Under/(Over)	
4002400	Fee Revenue				
4002401	Application Fee	22,635.00	41,350.00	18,715.00	54.74%
4002406	License & Renewal Fee	14,797.00	503,250.00	488,453.00	2.94%
4002407	Dup. License Certificate Fee	90.00	115.00	25.00	78.26%
4002408	Board Endorsement - In	210.00	-	(210.00)	0.00%
4002409	Board Endorsement - Out	950.00	2,050.00	1,100.00	46.34%
4002421	Monetary Penalty & Late Fees	3,975.00	1,130.00	(2,845.00)	351.77%
4002432	Misc. Fee (Bad Check Fee)	-	70.00	70.00	0.00%
	Total Fee Revenue	42,657.00	547,965.00	505,308.00	7.78%
	Total Revenue	42,657.00	547,965.00	505,308.00	7.78%
5011110	Employer Retirement Contrib.	1,971.84	6,709.00	4,737.16	29.39%
5011120	Fed Old-Age Ins - Sal St Emp	1,088.43	4,279.00	3,190.57	25.44%
5011130	Fed Old-Age Ins - Wage Earners	212.37	-	(212.37)	0.00%
5011140	Group Insurance	187.50	652.00	464.50	28.76%
5011150	Medical/Hospitalization Ins.	2,056.50	7,140.00	5,083.50	28.80%
5011160	Retiree Medical/Hospitalizatn	168.46	587.00	418.54	28.70%
5011170	Long term Disability Ins	95.76	329.00	233.24	29.11%
	Total Employee Benefits	5,780.86	19,696.00	13,915.14	29.35%
5011200	Salaries				
5011230	Salaries, Classified	14,335.37	49,731.00	35,395.63	28.83%
5011250	Salaries, Overtime	-	6,200.00	6,200.00	0.00%
	Total Salaries	14,335.37	55,931.00	41,595.63	25.63%
5011300	Special Payments				
5011380	Deferred Compnstin Match Pmnts	140.00	480.00	340.00	29.17%
	Total Special Payments	140.00	480.00	340.00	29.17%
5011400	Wages				
5011410	Wages, General	2,776.20	-	(2,776.20)	0.00%
	Total Wages	2,776.20	-	(2,776.20)	0.00%

Virginia Department of Health Professions  
 Revenue and Expenditures Summary  
 Department 10800 - Psychology

For the Period Beginning July 1, 2016 and Ending September 30, 2016

Account Number	Account Description	Amount			% of Budget
		Amount	Budget	Under/(Over)	
5011530	Short-trlm Disability Benefits	169.54	-	(169.54)	0.00%
	Total Disability Benefits	169.54	-	(169.54)	0.00%
5011930	Turnover/Vacancy Benefits				0.00%
	Total Personal Services	23,201.97	76,107.00	52,905.03	30.49%
5012000	Contractual Svcs				
5012100	Communication Services				
5012110	Express Services		172.00	172.00	0.00%
5012140	Postal Services	3,842.47	4,560.00	717.53	84.26%
5012150	Printing Services		82.00	82.00	0.00%
5012160	Telecommunications Svcs (VITA)	82.31	425.00	342.69	19.37%
	Total Communication Services	3,924.78	5,239.00	1,314.22	74.91%
5012200	Employee Development Services				
5012210	Organization Memberships		5,500.00	5,500.00	0.00%
5012240	Employee Training/Workshop/Conf	290.00	-	(290.00)	0.00%
	Total Employee Development Services	290.00	5,500.00	5,210.00	5.27%
5012400	Mgmt and Informational Svcs				
5012420	Fiscal Services	5,355.16	8,270.00	2,914.84	64.75%
5012440	Management Services	33.94	330.00	296.06	10.28%
5012460	Public Infrmtl & Relatn Svcs	264.00	-	(264.00)	0.00%
5012470	Legal Services		250.00	250.00	0.00%
	Total Mgmt and Informational Svcs	5,653.10	8,850.00	3,196.90	63.88%
5012600	Support Services				
5012640	Food & Dietary Services	179.95	432.00	252.05	41.66%
5012660	Manual Labor Services	299.94	427.00	127.06	70.24%
5012670	Production Services	2,584.92	935.00	(1,649.92)	276.46%
5012680	Skilled Services	1,930.25	13,815.00	11,884.75	13.97%
	Total Support Services	4,995.06	15,609.00	10,613.94	32.00%
5012800	Transportation Services				
5012820	Travel, Personal Vehicle	633.00	2,822.00	2,189.00	22.43%

Virginia Department of Health Professions  
Revenue and Expenditures Summary  
Department 10800 - Psychology

For the Period Beginning July 1, 2016 and Ending September 30, 2016

Account Number	Account Description	Amount			% of Budget
		Amount	Budget	Under/(Over)	
5012850	Travel, Subsistence & Lodging	700.64	101.00	(599.64)	693.70%
5012880	Trvl, Meal Reimb- Not Rprtble	333.25	139.00	(194.25)	239.75%
	Total Transportation Services	1,666.89	3,062.00	1,395.11	54.44%
	Total Contractual Svcs	16,529.83	38,260.00	21,730.17	43.20%
5013000	Supplies And Materials				
5013100	Administrative Supplies				
5013120	Office Supplies	89.49	348.00	258.51	25.72%
5013130	Stationery and Forms	-	1,554.00	1,554.00	0.00%
	Total Administrative Supplies	89.49	1,902.00	1,812.51	4.71%
5013500	Repair and Maint. Supplies				
5013520	Custodial Repair & Maint Matri	-	2.00	2.00	0.00%
	Total Repair and Maint. Supplies	-	2.00	2.00	0.00%
5013600	Residential Supplies				
5013620	Food and Dietary Supplies	-	26.00	26.00	0.00%
5013630	Food Service Supplies	-	100.00	100.00	0.00%
	Total Residential Supplies	-	126.00	126.00	0.00%
5013700	Specific Use Supplies				
5013730	Computer Operating Supplies	-	10.00	10.00	0.00%
	Total Specific Use Supplies	-	10.00	10.00	0.00%
	Total Supplies And Materials	89.49	2,040.00	1,950.51	4.39%
5015000	Continuous Charges				
5015100	Insurance-Fixed Assets				
5015160	Property Insurance	-	32.00	32.00	0.00%
	Total Insurance-Fixed Assets	-	32.00	32.00	0.00%
5015300	Operating Lease Payments				
5015340	Equipment Rentals	133.24	540.00	406.76	24.67%
5015350	Building Rentals	2.43	-	(2.43)	0.00%
5015390	Building Rentals - Non State	816.41	3,129.00	2,312.59	26.09%

Virginia Department of Health Professions  
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 Department 10800 - Psychology

For the Period Beginning July 1, 2016 and Ending September 30, 2016

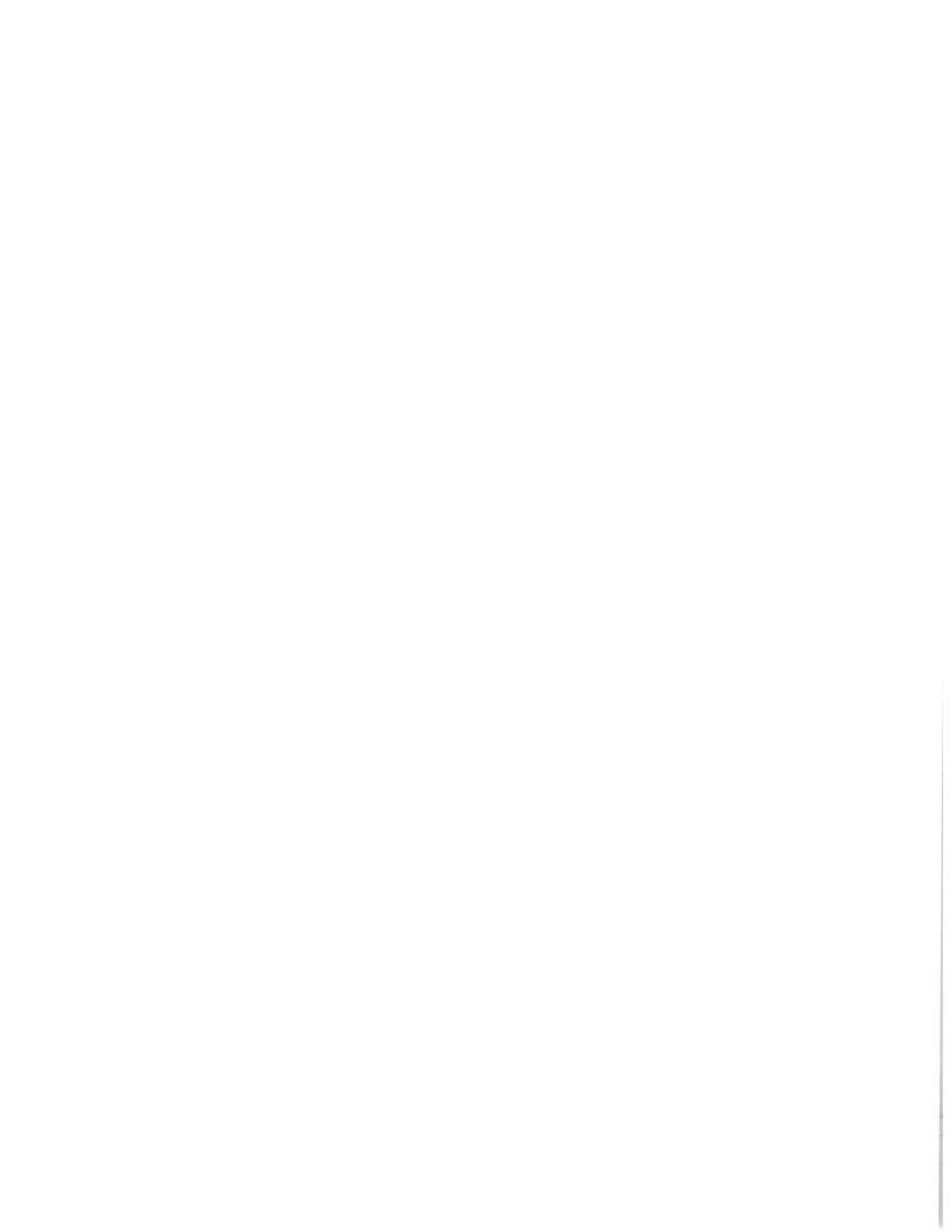
Account Number	Account Description	Amount	Budget	Amount		% of Budget
				Under	(Over)	
	Total Operating Lease Payments	952.08	3,669.00	2,716.92		25.95%
5015500	Insurance-Operations	-	120.00	120.00		0.00%
5015510	General Liability Insurance	-	8.00	8.00		0.00%
5015540	Surety Bonds	-	128.00	128.00		0.00%
	Total Insurance-Operations	952.08	3,829.00	2,876.92		24.86%
5022000	Equipment					
5022100	Computer Hardware & Sftware					
5022180	Computer Software Purchases	255.30	-	(255.30)		0.00%
	Total Computer Hardware & Sftware	255.30	-	(255.30)		0.00%
5022200	Educational & Cultural Equip		52.00	52.00		0.00%
5022240	Reference Equipment		52.00	52.00		0.00%
	Total Educational & Cultural Equip		70.00	70.00		0.00%
5022600	Office Equipment		70.00	70.00		0.00%
5022610	Office Appurtenances		70.00	70.00		0.00%
	Total Office Equipment		122.00	(133.30)		209.26%
	Total Expenditures	41,028.67	120,358.00	79,329.33		34.09%
	Net Revenue in Excess (Shortfall) of	\$ 1,628.33	\$ 427,607.00	\$ 425,978.67		0.38%
	Expenditures Before Allocated Expenditures					
	Allocated Expenditures					
20100	Behavioral Science Exec	23,687.12	119,396.40	95,709.28		19.84%
30100	Data Center	12,082.85	61,928.73	49,845.88		19.51%
30200	Human Resources	807.02	18,965.25	18,158.24		4.26%
30300	Finance	8,615.40	25,548.76	16,933.37		33.72%
30400	Director's Office	3,795.20	15,026.96	11,231.76		25.26%
30500	Enforcement	16,406.04	79,471.14	63,065.10		20.64%
30600	Administrative Proceedings	955.28	13,008.70	12,043.42		7.42%

Virginia Department of Health Professions  
 Revenue and Expenditures Summary  
 Department 10800 - Psychology

For the Period Beginning July 1, 2016 and Ending September 30, 2016

Account Number	Account Description	Amount		
		Amount	Budget	Under/(Over)
30700	Impaired Practitioners	159.42	883.93	724.52
30800	Attorney General	2,177.69	8,597.29	6,419.60
30900	Board of Health Professions	1,698.06	9,908.57	8,210.50
31100	Maintenance and Repairs	-	315.52	315.52
31300	Emp. Recognition Program	170.45	242.71	72.25
31400	Conference Center	112.26	165.90	53.64
31500	Pgm Devlpmnt & Implmntn	1,842.92	7,666.80	5,823.89
<b>Total Allocated Expenditures</b>		<b>72,519.70</b>	<b>361,126.67</b>	<b>288,606.97</b>
<b>Net Revenue in Excess (Shortfall) of Expenditures</b>		<b>\$ (70,891.37)</b>	<b>\$ 66,480.33</b>	<b>\$ 137,371.70</b>
				<b>% of Budget</b>
				18.03%
				25.33%
				17.14%
				0.00%
				70.23%
				67.67%
				24.04%
				20.08%
				106.64%





Virginia Department of Health Professions  
Cash Balance  
As of September 30, 2016

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Virginia Department of Health Professions  
Revenue and Expenditures Summary  
Department 10800 - Psychology  
For the Period Beginning July 1, 2016 and Ending September 30, 2016

Account Number	Account Description	July	August	September	Total
4002400	Fee Revenue				
4002401	Application Fee	6,685.00	7,590.00	8,360.00	22,635.00
4002406	License & Renewal Fee	9,446.00	4,176.00	1,175.00	14,797.00
4002407	Dup. License Certificate Fee	25.00	10.00	55.00	90.00
4002408	Board Endorsement - In	-	-	210.00	210.00
4002409	Board Endorsement - Out	200.00	400.00	350.00	950.00
4002421	Monetary Penalty & Late Fees	2,475.00	1,150.00	350.00	3,975.00
	Total Fee Revenue	18,831.00	13,326.00	10,500.00	42,657.00
	Total Revenue	18,831.00	13,326.00	10,500.00	42,657.00
5011000	Personal Services				
5011100	Employee Benefits				
5011110	Employer Retirement Contrib.	853.72	559.06	559.06	1,971.84
5011120	Fed Old-Age Ins- Sal St Emp	466.30	311.06	311.07	1,088.43
5011130	Fed Old-Age Ins- Wage Earners	145.39	66.98	-	212.37
5011140	Group Insurance	78.94	54.28	54.28	187.50
5011150	Medical/Hospitalization Ins.	866.50	595.00	595.00	2,056.50
5011160	Retiree Medical/Hospitalizatn	70.66	48.90	48.90	168.46
5011170	Long term Disability Ins	41.04	27.36	27.36	95.76
	Total Employee Benefits	2,522.55	1,662.64	1,595.67	5,780.86
5011200	Salaries				
5011230	Salaries, Classified	6,046.85	4,144.26	4,144.26	14,335.37
	Total Salaries	6,046.85	4,144.26	4,144.26	14,335.37
5011380	Deferred Compnstrn Match Pmts	60.00	40.00	40.00	140.00
	Total Special Payments	60.00	40.00	40.00	140.00
5011400	Wages				
5011410	Wages, General	1,900.50	875.70	-	2,776.20
	Total Wages	1,900.50	875.70	-	2,776.20

Virginia Department of Health Professions  
Revenue and Expenditures Summary  
Department 10800 - Psychology

For the Period Beginning July 1, 2016 and Ending September 30, 2016

Account Number	Account Description	July	August	September	Total
5011500	Disability Benefits	169.54	-	-	169.54
5011530	Short-term Disability Benefits	169.54	-	-	169.54
	Total Disability Benefits	10,699.44	6,722.60	5,779.93	23,201.97
5012000	Contractual Svcs				-
5012100	Communication Services				-
5012140	Postal Services	2,477.60	986.98	377.89	3,842.47
5012160	Telecommunications Svcs (VITA)	26.58	27.53	28.20	82.31
	Total Communication Services	2,504.18	1,014.51	406.09	3,924.78
5012200	Employee Development Services				
5012240	Employee Training/Workshop/Conf	290.00	-	-	290.00
	Total Employee Development Services	290.00	-	-	290.00
5012400	Mgmt and Informational Svcs				
5012420	Fiscal Services	2,395.34	2,757.55	202.27	5,355.16
5012440	Management Services	-	33.94	-	33.94
5012460	Public Infrmtl & Relain Svcs	81.00	141.00	42.00	264.00
	Total Mgmt and Informational Svcs	2,476.34	2,932.49	244.27	5,653.10
5012600	Support Services				
5012640	Food & Dietary Services	123.20	-	56.75	179.95
5012660	Manual Labor Services	284.85	10.48	4.61	299.94
5012670	Production Services	2,506.85	49.35	28.72	2,584.92
5012680	Skilled Services	740.64	585.43	604.18	1,930.25
	Total Support Services	3,655.54	645.26	694.26	4,995.06
5012800	Transportation Services				
5012820	Travel, Personal Vehicle	145.80	103.68	383.52	633.00
5012850	Travel, Subsistence & Lodging	498.96	-	201.68	700.64
5012880	Trvl, Meal Reimb- Not Rprtbl	234.00	-	99.25	333.25
	Total Transportation Services	878.76	103.68	684.45	1,666.89

Virginia Department of Health Professions  
 Revenue and Expenditures Summary  
 Department 10800 - Psychology

For the Period Beginning July 1, 2016 and Ending September 30, 2016

Account Number	Account Description	July	August	September	Total
	Total Contractual Svcs	9,804.82	4,695.94	2,029.07	16,529.83
5013000	Supplies And Materials				
5013100	Administrative Supplies				
5013120	Office Supplies	14.71	19.10	55.68	89.49
	Total Administrative Supplies	14.71	19.10	55.68	89.49
	Total Supplies And Materials	14.71	19.10	55.68	89.49
5015000	Continuous Charges				
5015300	Operating Lease Payments				
5015340	Equipment Rentals	45.08	44.08	44.08	133.24
5015350	Building Rentals	-	2.43	-	2.43
5015390	Building Rentals - Non State	258.89	298.63	258.89	816.41
	Total Operating Lease Payments	303.97	345.14	302.97	952.08
	Total Continuous Charges	303.97	345.14	302.97	952.08
5022000	Equipment				
5022180	Computer Software Purchases			255.30	255.30
	Total Computer Hardware & Sftware			255.30	255.30
	Total Equipment			255.30	255.30
	Total Expenditures	20,822.94	11,782.78	8,422.95	41,028.67
	Net Revenue in Excess (Shortfall) of				
	Expenditures Before Allocated Expenditures	\$ (1,991.94)	\$ 1,543.22	\$ 2,077.05	1,628.33
	Allocated Expenditures				
20100	Behavioral Science Exec	10,298.55	6,795.02	6,593.56	23,687.12
30100	Data Center	3,753.91	5,945.85	2,383.09	12,082.85

Virginia Department of Health Professions  
 Revenue and Expenditures Summary  
 Department 10800 - Psychology

For the Period Beginning July 1, 2016 and Ending September 30, 2016

Account Number	Account Description	July	August	September	Total
30200	Human Resources	43.07	725.89	38.05	807.02
30300	Finance	4,486.51	2,640.01	1,488.87	8,615.40
30400	Director's Office	1,601.22	1,119.68	1,074.30	3,795.20
30500	Enforcement	6,197.81	5,062.57	5,145.66	16,406.04
30600	Administrative Proceedings	-	965.28	-	965.28
30700	Impaired Practitioners	62.54	39.16	57.71	159.42
30800	Attorney General	-	-	2,177.69	2,177.69
30900	Board of Health Professions	683.87	557.61	456.58	1,698.06
31300	Emp. Recognition Program	40.27	130.19	-	170.45
31400	Conference Center	15.21	14.09	82.97	112.26
31500	Prgm Dvlpmt & Implimentn	786.54	528.47	527.91	1,842.92
	Total Allocated Expenditures	27,969.49	24,523.83	20,026.38	72,519.70
	Net Revenue in Excess (Shortfall) of Expenditures	\$ (29,961.43)	\$ (22,980.61)	\$ (17,949.33)	\$ (70,891.37)

## Disciplinary Case Update



# CASES RECEIVED, OPEN, & CLOSED REPORT SUMMARY BY BOARD

FISCAL YEAR 2017, QUARTER ENDING 09/30/2016

Quarter Breakdown	
Quarter 1	July 1st - September 30th
Quarter 2	October 1st - December 31st
Quarter 3	January 1st - March 31st
Quarter 4	April 1st - June 30th

The "Received, Open, Closed" table below shows the number of received and closed cases during the quarters specified and a "snapshot" of the cases still open at the end of the quarter.

Board Of	Q2 2014	Q3 2014	Q4 2014	Q1 2015	Q2 2015	Q3 2015	Q4 2015	Q1 2016	Q2 2016	Q3 2016	Q4 2016	Q1 2017
	CURRENT											
<b>Optometry</b>												
Number of Cases Received	4	8	9	11	14	10	10	6	5	8	8	7
Number of Cases Open	15	20	21	17	27	21	28	27	20	23	25	27
Number of Cases Closed	4	3	8	17	4	19	6	7	13	5	8	5
<b>Pharmacy</b>												
Number of Cases Received	142	224	133	133	143	132	148	126	141	122	115	178
Number of Cases Open	310	360	274	320	345	312	326	363	355	366	377	431
Number of Cases Closed	161	178	210	88	123	164	128	94	144	110	95	123
<b>Physical Therapy</b>												
Number of Cases Received	8	12	8	14	7	10	3	14	17	9	6	8
Number of Cases Open	23	22	23	19	19	24	17	28	27	28	20	24
Number of Cases Closed	10	8	6	11	8	5	8	4	17	7	9	4
<b>Psychology</b>												
Number of Cases Received	24	10	19	23	16	19	8	19	18	19	14	18
Number of Cases Open	41	28	33	44	61	65	64	78	84	74	68	76
Number of Cases Closed	16	26	13	15	4	16	13	8	12	32	20	9



**PERCENTAGE OF CASES OF ALL TYPES  
CLOSED WITHIN 365 CALENDAR DAYS\***

FISCAL YEAR 2017, QUARTER ENDING 09/30/2016

Quarter Breakdown	
Quarter 1	July 1st - September 30th
Quarter 2	October 1st - December 31st
Quarter 3	January 1st - March 31st
Quarter 4	April 1st - June 30th

\*The percent of cases closed in fewer than 365 days shows, from the total of all cases closed during the specified period, the percent of cases that were closed in less than one year.

	Q2 2014	Q3 2014	Q4 2014	Q1 2015	Q2 2015	Q3 2015	Q4 2015	Q1 2016	Q2 2016	Q3 2016	Q4 2016	CURRENT Q1 2017
Audiology/Speech Pathology	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	100.0%	100.0%	0.0%
Counseling	80.0%	89.5%	96.8%	86.7%	78.6%	75.0%	76.2%	64.3%	72.7%	36.0%	55.6%	45.5%
Dentistry	64.0%	72.9%	52.7%	67.5%	81.2%	83.7%	53.6%	74.0%	69.8%	80.0%	64.0%	69.5%
Funeral Directing	82.4%	95.8%	86.7%	90.9%	100.0%	87.5%	100.0%	88.2%	88.2%	100.0%	81.0%	80.0%
Long Term Care Administrator Medicine	75.0%	71.4%	100.0%	84.6%	92.9%	90.9%	84.6%	77.8%	88.9%	80.8%	85.7%	75.0%
	95.9%	91.6%	92.7%	90.4%	89.9%	87.1%	94.3%	87.8%	87.9%	89.7%	91.2%	32.5%
Nurse Aide	95.7%	96.7%	96.2%	97.9%	96.2%	96.6%	93.0%	91.1%	97.1%	95.9%	92.6%	89.8%
Nursing	91.8%	92.3%	90.1%	94.1%	86.5%	92.4%	87.2%	87.3%	86.2%	84.2%	87.2%	85.3%
Optometry	75.0%	66.7%	75.0%	82.4%	75.0%	100.0%	66.7%	85.7%	100.0%	80.0%	85.7%	100.0%
Pharmacy	90.1%	92.7%	132.9%	95.5%	95.1%	76.7%	62.2%	82.8%	95.4%	93.1%	95.2%	90.3%
Physical Therapy	90.0%	100.0%	100.0%	90.9%	87.5%	100.0%	75.0%	75.0%	100.0%	100.0%	77.8%	25.0%
Psychology	94.1%	92.3%	100.0%	93.3%	100.0%	87.5%	100.0%	75.0%	50.0%	37.5%	50.0%	44.4%
Social Work	100.0%	85.7%	91.7%	95.7%	72.2%	92.3%	77.8%	65.5%	87.5%	46.2%	75.0%	30.7%
Veterinary Medicine	94.7%	96.7%	100.0%	93.5%	66.7%	71.1%	92.7%	65.3%	63.5%	69.1%	54.8%	73.2%
<b>AGENCY TOTAL</b>	<b>89.6%</b>	<b>91.4%</b>	<b>97.4%</b>	<b>90.9%</b>	<b>88.6%</b>	<b>87.9%</b>	<b>88.3%</b>	<b>84.4%</b>	<b>85.8%</b>	<b>84.8%</b>	<b>85.6%</b>	<b>82.0%</b>

**AVERAGE TIME TO CLOSE A CASE (IN DAYS)**

**PER QUARTER**

FISCAL YEAR 2017, QUARTER ENDING 09/30/2016

Quarter Breakdown	
Quarter 1	July 1st - September 30th
Quarter 2	October 1st - December 31st
Quarter 3	January 1st - March 31st
Quarter 4	April 1st - June 30th

\*The average age of cases closed is a measurement of how long it takes, on average, for a case to be processed from entry to closure. These calculations include only cases closed within the quarter specified.

	Q2 2014	Q3 2014	Q4 2014	Q1 2015	Q2 2015	Q3 2015	Q4 2015	Q1 2016	Q2 2016	Q3 2016	Q4 2016	CURRENT Q1 2017
Audiology/Speech Pathology	0.0	53.0	77.5	92.0	66.7	179.0	82.1	134.9	N/A	215.2	152.8	532.0
Counseling	225.4	225.8	170.4	204.6	238.2	315.6	252.2	284.1	193.5	415.6	323.7	375.5
Dentistry	325.1	298.1	394.1	307.5	259.4	222.8	350.3	272.5	292.7	248.3	303.1	250.6
Funeral Directing	164.2	185.7	175.5	175.9	99.4	205.8	140.4	181.3	190.7	134.3	240.6	193.9
Long Term Care Administrator	195.0	291.1	143.8	184.8	154.7	179.7	260.5	247.6	145.4	218.5	232.3	258.3
Medicine	135.9	167.5	151.7	170.8	165.4	219.3	147.3	177.1	181.1	161.6	157.5	139.9
Nurse Aide	167.1	146.6	121.1	116.4	147.2	172.6	145.5	169.6	121.8	154.7	122.9	154.6
Nursing	179.8	184.0	182.9	173.2	214.3	188.1	231.2	191.1	196.3	217.6	193.6	198.1
Optometry	220.5	229.5	289.4	205.5	184.3	122.1	197.2	294.0	154.2	231.0	194.4	121.6
Pharmacy	142.4	130.5	148.4	139.7	102.1	247.3	121.9	200.2	102.6	110.8	122.3	148.7
Physical Therapy	127.0	125.8	123.0	176.4	137.9	120.8	280.5	190.0	117.1	145.3	242.9	403.0
Psychology	177.5	149.5	176.5	210.0	129.0	171.1	181.1	216.0	287.0	437.0	287.3	380.0
Social Work	138.9	216.9	171.2	183.9	314.4	198.9	202.9	199.4	132.5	342.0	226.0	469.7
Veterinary Medicine	243.9	187.2	118.2	214.5	318.2	269.9	158.9	295.7	331.7	332.4	407.3	315.5
<b>AGENCY</b>	<b>179.9</b>	<b>175.9</b>	<b>170.1</b>	<b>178.3</b>	<b>187.6</b>	<b>207.2</b>	<b>186.7</b>	<b>200.1</b>	<b>190.8</b>	<b>201.6</b>	<b>188.5</b>	<b>202.7</b>

# Board Office Update

**NEW LICENSES ISSUED BY QUARTER\***

FISCAL YEAR 2016, QUARTER ENDING 06/30/2016

Quarter	Breakdown
Quarter 1	July 1st - September 30th
Quarter 2	October 1st - December 31st
Quarter 3	January 1st - March 31st
Quarter 4	April 1st - June 30th

\*Shows the number of initial licenses granted for each licensing board by occupation.

Board	Occupation	Q2 2014	Q3 2014	Q4 2014	Q1 2015	Q2 2015	Q3 2015	Q4 2015	Q1 2016	Q2 2016	Q3 2016	Q4 2016	CURRENT Q1 2017
Pharmacy	Robotic Pharmacy System Warehouse	0	0	0	0	0	0	0	0	0	0	0	0
	Wholesale Distributor	2	0	2	4	2	0	0	0	0	1	1	2
		785	1024	1215	1428	1019	785	1132	1140	878	847	1135	1357
Physical Therapy	Direct Access Certification	36	37	48	48	75	56	42	9	17	28	22	15
	Physical Therapist	140	91	218	284	131	102	274	320	76	98	324	310
	Physical Therapist Assistant	34	24	67	145	32	29	106	113	53	28	68	106
<b>Total</b>		<b>210</b>	<b>152</b>	<b>333</b>	<b>487</b>	<b>238</b>	<b>187</b>	<b>424</b>	<b>442</b>	<b>146</b>	<b>154</b>	<b>444</b>	<b>431</b>
Psychology	Applied Psychologist	0	0	0	0	0	0	1	0	1	1	0	1
	Clinical Psychologist	57	41	58	59	50	49	50	66	55	50	57	72
	Continuing Education Provider	0	0	0	0	0	0	0	0	0	0	0	0
	Resident in Training	0	1	2	2	2	1	2	0	0	1	0	3
	School Psychologist	14	18	27	43	34	12	7	21	13	31	34	24
	School Psychologist-Limited	4	4	4	4	5	3	3	3	11	10	4	6
<b>Total</b>		<b>75</b>	<b>64</b>	<b>91</b>	<b>108</b>	<b>91</b>	<b>65</b>	<b>63</b>	<b>90</b>	<b>80</b>	<b>93</b>	<b>95</b>	<b>107</b>
Social Work	Associate Social Worker	0	0	0	0	0	0	0	0	0	0	0	0
	Licensed Clinical Social Worker	100	73	93	86	85	108	125	118	56	104	167	95
	Licensed Social Worker	30	44	35	38	25	31	44	53	29	27	40	52
	Registration of Supervision												130
<b>Total</b>		<b>284</b>	<b>238</b>	<b>254</b>	<b>124</b>	<b>110</b>	<b>139</b>	<b>169</b>	<b>171</b>	<b>125</b>	<b>131</b>	<b>207</b>	<b>277</b>
Veterinary Medicine	Equine Dental Technician	0	0	1	1	0	0	0	0	0	0	0	1
	Full Service Veterinary Facility	3	3	132	3	2	9	8	3	4	5	4	2
	Restricted Veterinary Facility	6	9	5	5	8	8	9	9	8	13	3	9
	Veterinarian	28	47	3	65	35	36	148	74	24	39	150	57
	Veterinary Technician	16	12	98	36	30	25	102	42	25	20	88	36
<b>Total</b>		<b>53</b>	<b>71</b>	<b>239</b>	<b>110</b>	<b>75</b>	<b>79</b>	<b>266</b>	<b>128</b>	<b>61</b>	<b>77</b>	<b>246</b>	<b>106</b>
<b>AGENCY TOTAL</b>		<b>6614</b>	<b>7372</b>	<b>10677</b>	<b>10103</b>	<b>6902</b>	<b>6996</b>	<b>10961</b>	<b>9582</b>	<b>6606</b>	<b>6646</b>	<b>10236</b>	<b>10758</b>

**NEW LICENSES ISSUED\***  
PAST FIVE FISCAL YEARS

**Quarter Breakdown**

Quarter 1	Jul. 1st - September 30th
Quarter 2	October 1st - December 31st
Quarter 3	January 1st - March 31st
Quarter 4	April 1st - June 30th

\*Shows the number of initial licenses granted for each licensing board by occupation.

Board	Occupation	FY12	Change Between		FY13	Change Between		FY14	Change Between		FY15	Change Between		FY16
			FY13 & FY12		FY14 & FY13		FY15 & FY14		FY16 & FY15					
<b>Pharmacy</b>	Pharmacy	61	-3.3%	59	-3.4%	57	22.8%	70	-10.0%	63				
	Pharmacy Intern	575	17.0%	673	1.8%	685	-2.2%	670	-4.8%	638				
	Pharmacy Technician	1976	13.3%	2238	-3.0%	2170	-10.7%	1938	-3.5%	1871				
	Pharmacy Technician Training Program	13	-7.7%	12	41.7%	17	-5.9%	16	18.8%	19				
	Physician Selling Controlled Substances	194	0.0%	194	-19.1%	157	4.5%	164	-33.5%	109				
	Pilot Programs	0	-	1	100.0%	2	-	4	125.0%	9				
	PSD Location	48	6.3%	51	-39.2%	31	3.2%	32	-28.1%	23				
	Repackaging Training Program	0	-	0	-	0	-	0	-	0				
	Restricted Manufacturer	5	-40.0%	3	-66.7%	1	-	0	-	0				
	Robotic Pharmacy System	0	-	0	-	0	-	0	-	0				
Warehouse	3	-100.0%	0	-	3	-	6	-66.7%	2					
Wholesale Distributor	3	166.7%	8	-12.5%	7	-71.4%	2	200.0%	6					
<b>Total</b>		<b>4009</b>	<b>8.2%</b>	<b>4336</b>	<b>-0.3%</b>	<b>4322</b>	<b>0.9%</b>	<b>4359</b>	<b>-8.4%</b>	<b>3995</b>				
<b>Physical Therapy</b>	Direct Access Certification	127	11.0%	141	24.8%	176	25.6%	221	-65.6%	76				
	Physical Therapist	388	59.8%	620	23.9%	768	4.3%	801	2.1%	818				
	Physical Therapist Assistant	227	24.2%	282	-3.2%	273	15.0%	314	-7.0%	292				
<b>Total</b>		<b>742</b>	<b>40.6%</b>	<b>1043</b>	<b>16.7%</b>	<b>1217</b>	<b>9.8%</b>	<b>1336</b>	<b>-11.2%</b>	<b>1186</b>				
<b>Psychology</b>	Applied Psychologist	2	0.0%	2	-	0	-	1	0.0%	1				
	Clinical Psychologist	161	34.8%	217	-0.9%	215	-3.3%	208	9.6%	228				
	Continuing Education Provider	0	-	0	-	0	-	0	-	0				
	School Psychologist	1	200.0%	3	66.7%	5	40.0%	7	-85.7%	1				
	School Psychologist-Limited	36	58.3%	57	22.8%	70	37.1%	96	3.1%	99				
Sex Offender Treatment Provider	17	0.0%	17	0.0%	17	-11.8%	15	86.7%	28					
<b>Total</b>		<b>217</b>	<b>36.4%</b>	<b>296</b>	<b>3.7%</b>	<b>307</b>	<b>6.5%</b>	<b>327</b>	<b>9.2%</b>	<b>357</b>				
<b>Social Work</b>	Associate Social Worker	0	-	0	-	0	-	0	-	0				
	Licensed Clinical Social Worker	274	9.5%	300	25.0%	375	7.7%	404	20.0%	485				
	Licensed Social Worker	87	-17.2%	72	88.9%	136	1.5%	138	8.0%	149				



# COUNT OF CURRENT LICENSES \*

FISCAL YEAR 2017, QUARTER ENDING 09/30/2016

Quarter Breakdown	
Quarter 1	July 1st - September 30th
Quarter 2	October 1st - December 31st
Quarter 3	January 1st - March 31st
Quarter 4	April 1st - June 30th

\*CURRENT LICENSES BY BOARD AND OCCUPATION AS OF THE LAST DAY OF THE QUARTER

Board	Occupation	Q2 2014	Q3 2014	Q4 2014	Q1 2015	Q2 2015	Q3 2015	Q4 2015	Q1 2016	Q2 2016	Q3 2016	Q4 2016	Q1 2017
<b>Psychology</b>	Applied Psychologist	35	35	26	31	31	31	29	29	30	32	32	29
	Clinical Psychologist	2929	2983	2831	2985	3047	3104	3003	3104	3167	3223	3281	3229
	Resident in Training	98	100	92	98	100	102	97	99	99	100	102	98
	School Psychologist	332	361	310	384	438	446	365	406	438	480	520	492
	School Psychologist-Limited	405	409	365	395	403	408	382	390	407	418	425	405
	Sex Offender Treatment Provider												
<b>Total</b>		<b>3799</b>	<b>3888</b>	<b>3624</b>	<b>3893</b>	<b>4017</b>	<b>4093</b>	<b>3876</b>	<b>4028</b>	<b>4141</b>	<b>4253</b>	<b>4360</b>	<b>4994</b>
<b>Social Work</b>	Associate Social Worker	1	1	1	1	1	1	0	1	1	1	1	1
	Licensed Clinical Social Worker	5622	5736	5814	5903	5986	6104	5781	5948	6060	6170	6358	6458
	Licensed Social Worker	436	488	518	560	586	619	525	583	617	645	686	739
	Registered Social Worker	17	17	17	17	17	17	0	12	12	12	12	12
	Registration of Supervision												1690
<b>Total</b>		<b>6076</b>	<b>6242</b>	<b>6350</b>	<b>6481</b>	<b>6590</b>	<b>6741</b>	<b>6305</b>	<b>6544</b>	<b>6690</b>	<b>6828</b>	<b>7057</b>	<b>8900</b>
<b>Veterinary Medicine</b>	Equine Dental Technician	25	24	23	24	25	24	24	24	25	22	23	23
	Full Service Veterinary Facility	751	747	750	756	753	760	768	771	771	770	772	773
	Restricted Veterinary Facility	295	297	298	304	304	308	317	324	327	330	332	341
	Veterinarian	4074	3899	4038	4119	4164	3986	4157	4221	4252	4054	4217	4279
	Veterinary Technician	1737	1684	1788	1826	1862	1810	1921	1964	1995	1936	2032	2073
<b>Total</b>		<b>6882</b>	<b>6651</b>	<b>6897</b>	<b>7029</b>	<b>7108</b>	<b>6888</b>	<b>7187</b>	<b>7304</b>	<b>7370</b>	<b>7112</b>	<b>7376</b>	<b>7489</b>
<b>AGENCY TOTAL</b>		<b>367561</b>	<b>365502</b>	<b>367251</b>	<b>374927</b>	<b>377140</b>	<b>371343</b>	<b>376988</b>	<b>381960</b>	<b>383781</b>	<b>381696</b>	<b>385882</b>	<b>397455</b>



## COUNT OF CURRENT LICENSES • LAST FIVE FISCAL YEARS

### Quarter Breakdown

Quarter 1	July 1st - September 30th
Quarter 2	October 1st - December 31st
Quarter 3	January 1st - March 31st
Quarter 4	April 1st - June 30th

\*CURRENT LICENSES BY BOARD AND OCCUPATION AS OF THE LAST DAY OF THE FISCAL YEAR

Board	Occupation	FY12	Change Between FY13 & FY12	FY13	Change Between FY14 & FY13	FY14	Change Between FY15 & FY14	FY15	Change Between FY16 & FY15	FY16
<b>Psychology</b>	Applied Psychologist	34	2.9%	35	-25.7%	26	11.5%	29	10.3%	32
	Clinical Psychologist	2644	4.5%	2764	2.4%	2831	6.1%	3003	9.3%	3281
	School Psychologist	101	-3.0%	98	-6.1%	92	5.4%	97	5.2%	102
	School Psychologist-Limited	308	11.7%	344	-9.9%	310	17.7%	365	42.5%	520
	Sex Offender Treatment Provider	426	-2.6%	415	-12.0%	365	4.7%	382	11.3%	425
<b>Total</b>		<b>3513</b>	<b>4.1%</b>	<b>3656</b>	<b>-0.9%</b>	<b>3624</b>	<b>7.0%</b>	<b>3876</b>	<b>12.6%</b>	<b>4360</b>
<b>Social Work</b>	Associate Social Worker	2	50.0%	3	-86.7%	1	-0.6%	0	10.0%	1
	Licensed Clinical Social Worker	5233	5.4%	5515	5.4%	5814	1.4%	5781	30.7%	6358
	Licensed Social Worker	393	19.3%	469	10.4%	518	-	525	-	666
	Registered Social Worker	21	0.0%	21	-19.0%	17	-	0	-	12
<b>Total</b>		<b>5649</b>	<b>6.4%</b>	<b>6008</b>	<b>5.7%</b>	<b>6350</b>	<b>-0.7%</b>	<b>6306</b>	<b>11.9%</b>	<b>7057</b>
<b>Veterinary Medicine</b>	Equine Dental Technician	24	-4.2%	23	0.0%	23	4.3%	24	-4.2%	23
	Full Service Veterinary Facility	735	1.2%	744	0.8%	750	2.4%	768	0.5%	772
	Restricted Veterinary Facility	270	5.2%	284	4.9%	298	6.4%	317	4.7%	332
	Veterinarian	3530	3.1%	3640	10.9%	4038	2.9%	4157	1.4%	4217
	Veterinary Technician	1579	4.9%	1657	7.9%	1788	7.4%	1921	5.8%	2032
<b>Total</b>		<b>6138</b>	<b>3.4%</b>	<b>6348</b>	<b>8.6%</b>	<b>6897</b>	<b>4.2%</b>	<b>7187</b>	<b>2.6%</b>	<b>7376</b>
<b>AGENCY TOTAL</b>		<b>345616</b>	<b>2.6%</b>	<b>354471</b>	<b>3.7%</b>	<b>367475</b>	<b>2.6%</b>	<b>376988</b>	<b>2.4%</b>	<b>385882</b>

**COUNT OF CURRENT LICENSES\*  
BOARD SUMMARY**

FISCAL YEAR 2017, QUARTER ENDING 09/30/2016

Quarters Breakdown	
Quarter 1	July 1st - September 30th
Quarter 2	October 1st - December 31st
Quarter 3	January 1st - March 31st
Quarter 4	April 1st - June 30th

\*CURRENT LICENSES BY BOARD AND OCCUPATION AS OF THE LAST DAY OF THE QUARTER

	Q2 2014	Q3 2014	Q4 2014	Q1 2015	Q2 2015	Q3 2015	Q4 2015	Q1 2016	Q2 2016	Q3 2016	Q4 2016	CURRENT Q1 2017
Audiology/Speech Pathology	4093	3936	4104	4418	4674	4653	4840	4944	4992	4720	4802	4851
Counseling	6960	7098	6545	7026	7183	7256	7042	7249	7490	7597	7808	13237
Dentistry	13226	12617	13140	13390	13507	12782	13753	13999	14186	14319	14184	14382
Funeral Directing	2516	2379	2471	2521	2543	2313	2506	2540	2573	2618	2497	2526
Long Term Care Administrators	2079	1968	2054	2107	2176	1922	2058	2115	2165	2206	2087	2141
Medicine	61769	61910	61789	62714	62617	62816	64137	65337	65922	66177	67447	66941
Nurse Aide	53989	53751	53098	54250	54491	53695	53834	54568	54402	54374	54477	54044
Nursing	159067	159315	159974	162346	161891	161569	163058	164128	163594	163637	164199	166107
Optometry	1915	1852	1906	1927	1946	1856	1915	1931	1963	1874	1914	1936
Pharmacy	34800	33321	34398	35424	36750	34226	35476	36365	37218	34741	35972	37125
Physical Therapy	10390	10574	10901	11401	11647	10533	11000	10908	11075	11240	11702	12682
Psychology	3799	3888	3624	3893	4017	4093	3876	4028	4141	4253	4360	4994
Social Work	6076	6242	6350	6481	6590	6741	6306	6544	6690	6828	7057	8900
Veterinary Medicine	6882	6651	6897	7029	7108	6888	7187	7304	7370	7112	7376	7489
<b>AGENCY TOTAL</b>	<b>367561</b>	<b>365502</b>	<b>367261</b>	<b>374927</b>	<b>377140</b>	<b>371343</b>	<b>376988</b>	<b>381960</b>	<b>383781</b>	<b>381696</b>	<b>385882</b>	<b>397455</b>



# Workforce Data Presentation

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# *Virginia's Licensed Clinical Psychologist Workforce: 2016*

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Healthcare Workforce Data Center

August 2016

Virginia Department of Health Professions  
Healthcare Workforce Data Center  
Perimeter Center  
9960 Mayland Drive, Suite 300  
Richmond, VA 23233  
804-367-2115, 804-527-4466(fax)  
E-mail: [HWDC@dhp.virginia.gov](mailto:HWDC@dhp.virginia.gov)

Follow us on Tumblr: [www.vahwdc.tumblr.com](http://www.vahwdc.tumblr.com)

**2,814 Licensed Clinical Psychologists** voluntarily participated in this survey. Without their efforts the work of the center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Psychology express our sincerest appreciation for your ongoing cooperation.

**Thank You!**

**Virginia Department of Health Professions**

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*Director*

**Lisa R. Hahn, MPA**  
*Chief Deputy Director*

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## ***Executive Director***

Jaime H. Hoyle, J.D.

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## The Licensed Clinical Psychologist Workforce: At a Glance:

### The Workforce

Licensees:	3,282
Virginia's Workforce:	2,440
FTEs:	2,191

### Survey Response Rate

All Licensees:	86%
Renewing Practitioners:	93%

### Demographics

Female:	64%
Diversity Index:	27%
Median Age:	51

### Background

Rural Childhood:	19%
HS Degree in VA:	21%
Prof. Degree in VA:	29%

### Education

Doctor of Psych.:	54%
Other Ph.D.:	46%

### Finances

Median Income:	\$80k-\$90k
Health Benefits:	60%
Under 40 w/ Ed debt:	72%

### Current Employment

Employed in Prof.:	95%
Hold 1 Full-time Job:	56%
Satisfied?:	97%

### Job Turnover

Switched Jobs:	5%
Employed over 2 yrs:	74%

### Time Allocation

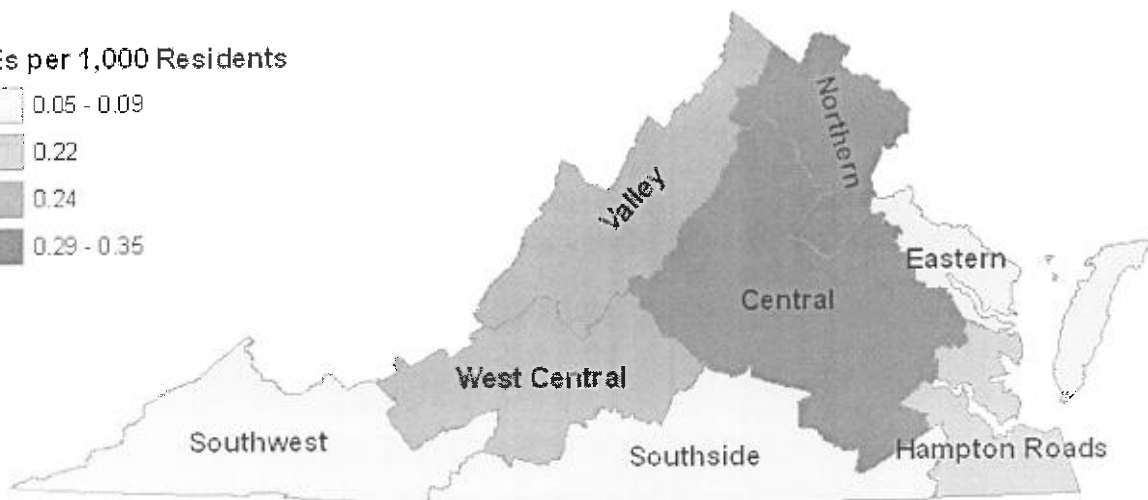
Patient Care:	70%-79%
Administration:	10%-19%
Patient Care Role:	66%

Source: Va. Healthcare Workforce Data Center

## Full Time Equivalency Units per 1,000 Residents by Council on Virginia's Future Region

Source: Va Healthcare Workforce Data Center

### FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2014  
Source: U.S. Census Bureau, Population Division



2,814 Licensed Clinical Psychologists (LCPs) voluntarily took part in the 2016 Licensed Clinical Psychologist Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place every June for LCPs. These survey respondents represent 86% of the 3,282 LCPs who are licensed in the state and 93% of renewing practitioners.

The HWDC estimates that 2,440 LCPs participated in Virginia's workforce during the survey period, which is defined as those who worked at least a portion of the year in the state or who live in the state and intend to return to work as an LCP at some point in the future. Between July 2015 and June 2016, Virginia's LCP workforce provided 2,191 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off).

64% of all LCPs are female, including 85% of those LCPs who are under the age of 40. In a random encounter between two LCPs, there is a 27% chance that they would be of different races or ethnicities, a measure known as the diversity index. For those LCPs who are under the age of 40, however, this value increases to 37%. Regardless, Virginia's LCP workforce is still less diverse than Virginia's population as a whole, which has a diversity index of 55%.

19% of all LCPs grew up in a rural area of Virginia, but just 6% of these professionals currently work in non-Metro areas of the state. Overall, just 4% of Virginia's LCPs currently work in non-Metro areas of the state. Meanwhile, 21% of all LCPs graduated from high school in Virginia, while 29% earned their initial professional degree in the state.

54% of the state's LCP workforce earned a Doctorate of Psychology as their highest professional degree, while the remaining LCPs received some other doctorate. In addition, 30% of all LCPs have a primary specialty in mental health, while 15% have a primary specialty related to children's health. 38% of all LCPs currently carry educational debt, including 72% of those under the age of 40. The median debt burden for those LCPs with educational debt is between \$80,000 and \$90,000.

95% of LCPs are currently employed in the profession. 56% currently hold one full-time position, while another 24% hold multiple positions. Only 5% of LCPs have switched jobs over the past 12 months, while 74% have worked at the same primary work location for at least two years. In addition, involuntary unemployment among LCPs was nearly non-existent over the past year, while 4% became unemployed voluntarily.

The median annual income for LCPs is between \$80,000 and \$90,000. In addition, among those LCPs who receive either an hourly wage or a salary at their primary work location, 69% also receive at least one employer-sponsored benefit. This includes 60% who have access to employer-sponsored health insurance and 58% who have access to some form of a retirement plan. 97% of LCPs indicate they are satisfied with their current employment situation, including 70% who indicate they are "very satisfied".

41% of all LCPs work in Northern Virginia, the most of any region in the state. In addition, another 24% of LCPs work in Central Virginia, while 16% work in Hampton Roads. 70% of all LCPs work in the private sector, including 58% who work at a for-profit institution. Meanwhile, private solo practices are the most common establishment type in Virginia, employing 27% of state's LCP workforce. Another 22% of the state's LCP workforce is employed at private group practices.

A typical LCP spends approximately 75% of her time treating patients. In fact, 66% serve a patient care role, meaning that at least 60% of their time is spent in patient care activities. In addition, the typical LCP treats between 1 and 24 patients per week at their primary work location, and approximately 58% of these patients are adults.

15% of all LCPs expect to retire by the age of 65. 26% of the current workforce expects to retire in the next ten years, while half the current workforce expects to retire by 2041. Over the next two years, 11% of LCPs plan on increasing patient care activities, while 4% plan on pursuing additional educational opportunities.

**A Closer Look:**

Licensees		
License Status	#	%
Renewing Practitioners	2,909	89%
New Licensees	228	7%
Non-Renewals	145	4%
All Licensees	3,282	100%

Source: Va. Healthcare Workforce Data Center

*HWDC surveys tend to achieve very high response rates. 93% of renewing LCPs submitted a survey. These represent 86% of LCPs who held a license at some point during the survey time period.*

Response Rates			
Statistic	Non Respondents	Respondent	Response Rate
<b>By Age</b>			
Under 35	77	262	77%
35 to 39	88	361	80%
40 to 44	28	372	93%
45 to 49	45	367	89%
50 to 54	31	236	88%
55 to 59	32	259	89%
60 to 64	54	335	86%
65 and Over	113	622	85%
<b>Total</b>	<b>468</b>	<b>2,814</b>	<b>86%</b>
<b>New Licenses</b>			
Issued in Past Year	125	103	45%
<b>Metro Status</b>			
Non-Metro	16	83	84%
Metro	283	2,051	88%
Not in Virginia	169	680	80%

Source: Va. Healthcare Workforce Data Center

### At a Glance:

**Licensed LCPs**

Number: 3,282  
 New: 7%  
 Not Renewed: 4%

**Response Rates**

All Licensees: 86%  
 Renewing Practitioners: 93%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	2,814
Response Rate, all licensees	86%
Response Rate, Renewals	93%

Source: Va. Healthcare Workforce Data Center

### Definitions

1. **The Survey Period:** The survey was conducted in June 2016.
2. **Target Population:** All LCPs who held a Virginia license at some point between July 2015 and June 2016.
3. **Survey Population:** The survey was available to LCPs who renewed their licenses online. It was not available to those who did not renew, including LCPs newly licensed in 2016.



### At a Glance:

#### Workforce

Virginia's LCP Workforce: 2,440  
 FTEs: 2,191

#### Utilization Ratios

Licenses in VA Workforce: 74%  
 Licenses per FTE: 1.50  
 Workers per FTE: 1.11

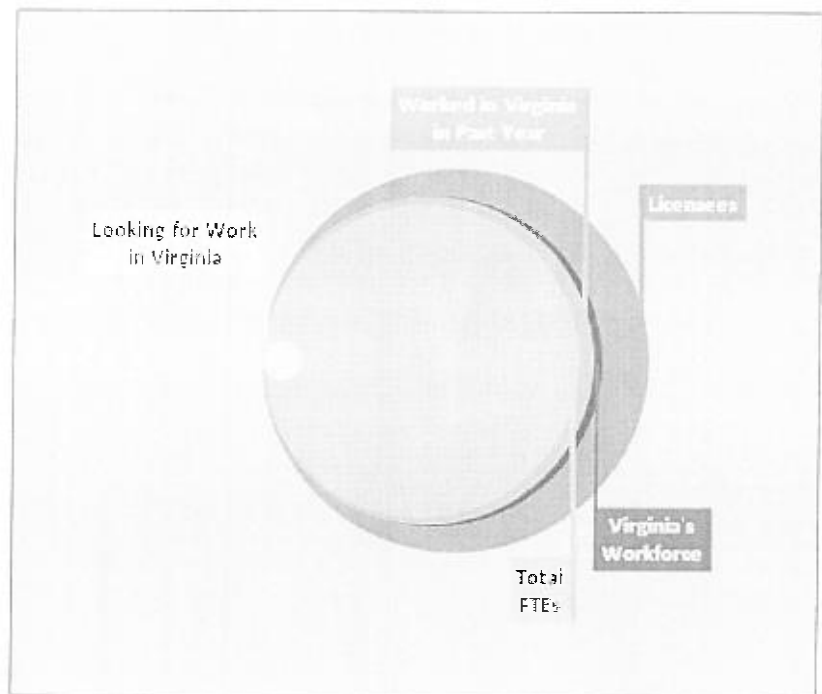
Source: Va. Healthcare Workforce Data Center

### Definitions

1. **Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time during the survey timeframe or who indicated intent to return to Virginia's workforce at any point in the future.
2. **Full Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline measure for FTEs.
3. **Licenses in VA Workforce:** The proportion of licenses in Virginia's Workforce.
4. **Licenses per FTE:** An indication of the number of licenses needed to create 1 FTE. Higher numbers indicate lower licensee participation.
5. **Workers per FTE:** An indication of the number of workers in Virginia's workforce needed to create 1 FTE. Higher numbers indicate lower utilization of available workers.

Virginia's LCP Workforce		
Status	#	%
Worked in Virginia in Past Year	2,406	99%
Looking for Work in Virginia	35	1%
Virginia's Workforce	2,440	100%
Total FTEs	2,191	
Licenses	3,282	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

*This report uses weighting to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on HWDC's methodology visit: [www.dhp.virginia.gov/hwdc](http://www.dhp.virginia.gov/hwdc)*

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 35	29	13%	188	87%	217	10%
35 to 39	44	15%	240	85%	284	14%
40 to 44	59	23%	200	77%	259	12%
45 to 49	71	27%	190	73%	261	12%
50 to 54	44	27%	115	73%	159	8%
55 to 59	79	40%	121	61%	200	10%
60 to 64	140	56%	110	44%	250	12%
65 +	283	60%	187	40%	470	22%
<b>Total</b>	<b>749</b>	<b>36%</b>	<b>1,353</b>	<b>64%</b>	<b>2,101</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	LCPs		LCPs under 40	
	%	#	%	#	%
White	63%	1,792	85%	395	78%
Black	19%	126	6%	41	8%
Asian	6%	49	2%	20	4%
Other Race	0%	20	1%	6	1%
Two or more races	2%	41	2%	15	3%
Hispanic	9%	78	4%	27	5%
<b>Total</b>	<b>100%</b>	<b>2,106</b>	<b>100%</b>	<b>504</b>	<b>100%</b>

\*Population data in this chart is from the US Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2014.

Source: Va. Healthcare Workforce Data Center

### At a Glance:

**Gender**  
 % Female: 64%  
 % Under 40 Female: 85%

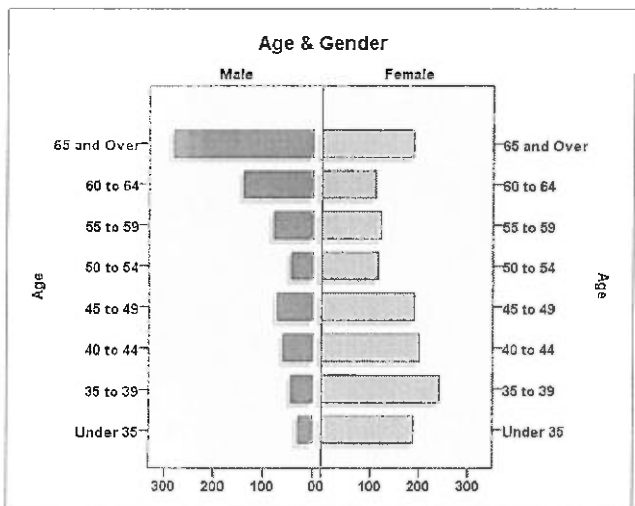
**Age**  
 Median Age: 51  
 % Under 40: 24%  
 % 55+: 44%

**Diversity**  
 Diversity Index: 27%  
 Under 40 Div. Index: 37%

Source: Va. Healthcare Workforce Data Center

*In a chance encounter between two LCPs, there is a 27% chance that they would be of a different race/ethnicity (a measure known as the Diversity Index).*

*24% of all LCPs are under the age of 40, and 85% of these professionals are female. In addition, the diversity index among LCPs who are under the age of 40 is 37%.*



Source: Va. Healthcare Workforce Data Center

### At a Glance:

#### Childhood

Urban Childhood: 19%  
 Rural Childhood: 19%

#### Virginia Background

HS in Virginia: 21%  
 Prof. Ed. in VA: 29%  
 HS or Prof. Ed. in VA: 39%

#### Location Choice

% Rural to Non-Metro: 6%  
 % Urban/Suburban to Non-Metro: 3%

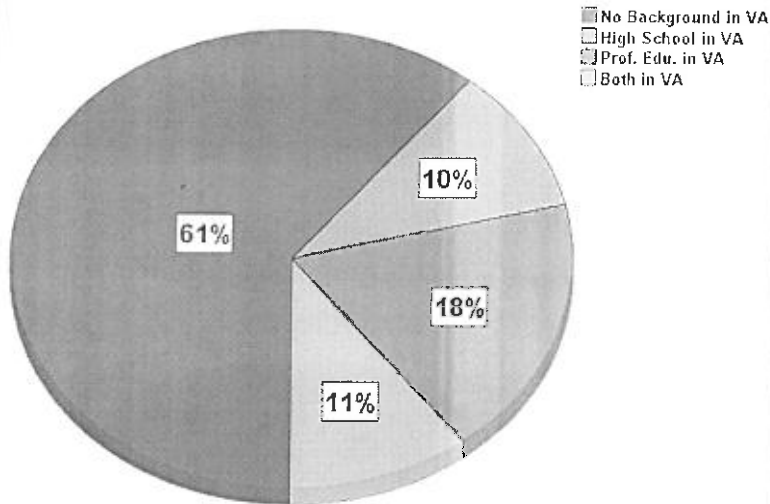
Source: Va. Healthcare Workforce Data Center

### A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
<b>Metro Counties</b>				
1	Metro, 1 million+	16%	65%	19%
2	Metro, 250,000 to 1 million	28%	60%	12%
3	Metro, 250,000 or less	24%	56%	20%
<b>Non-Metro Counties</b>				
4	Urban pop 20,000+, Metro adj	18%	55%	27%
6	Urban pop, 2,500-19,999, Metro adj	34%	43%	23%
7	Urban pop, 2,500-19,999, nonadj	36%	64%	0%
8	Rural, Metro adj	14%	71%	14%
9	Rural, nonadj	14%	71%	14%
<b>Overall</b>		<b>19%</b>	<b>63%</b>	<b>19%</b>

Source: Va. Healthcare Workforce Data Center

### Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

*19% of LCPs grew up in self-described rural areas, and 6% of these professionals currently work in non-metro counties. Overall, 4% of all LCPs in the state currently work in non-metro counties.*

## Top Ten States for Licensed Clinical Psychologist Recruitment

Rank	All LCPs			
	High School	#	Init. Prof Degree	#
1	Virginia	434	Virginia	599
2	New York	260	Washington, D.C.	190
3	Pennsylvania	158	California	159
4	Maryland	136	Florida	120
5	New Jersey	104	New York	101
6	California	76	Illinois	84
7	Outside U.S./Canada	76	Ohio	78
8	North Carolina	66	Pennsylvania	75
9	Ohio	62	Texas	58
10	Florida	57	Georgia	52

Source: Va. Healthcare Workforce Data Center

*21% of licensed LCPs received their high school degree in Virginia, and 29% received their initial professional degree in the state.*

*Among LCPs who received their initial license in the past five years, 21% received their high school degree in Virginia, while 33% received their initial professional degree in the state.*

Rank	Licensed in the Past 5 Years			
	High School	#	Init. Prof Degree	#
1	Virginia	118	Virginia	185
2	New York	70	Washington, D.C.	46
3	Maryland	37	California	43
4	Pennsylvania	30	New York	30
5	Outside U.S./Canada	25	Florida	29
6	North Carolina	23	Pennsylvania	27
7	New Jersey	21	Illinois	27
8	California	21	Tennessee	16
9	Ohio	18	Ohio	14
10	Florida	14	Georgia	11

Source: Va. Healthcare Workforce Data Center

*26% of Virginia's licensees did not participate in the state's LCP workforce during the past year. 91% of these professional worked at some point in the past year, including 85% who worked in a job related to behavioral sciences.*

### At a Glance:

#### Not in VA Workforce

Total:	842
% of Licensees:	26%
Federal/Military:	33%
Va. Border State/DC:	28%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Degree		
Degree	#	%
Bachelor's Degree	0	0%
Master's Degree	0	0%
Doctor of Psychology	1,114	54%
Other Doctorate	942	46%
<b>Total</b>	<b>2,056</b>	<b>100%</b>

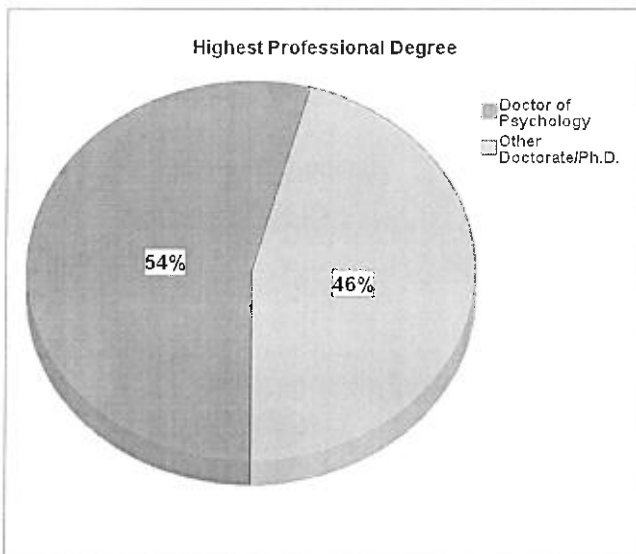
Source: Va. Healthcare Workforce Data Center

### At a Glance:

**Education**  
 Doctor of Psychology: 54%  
 Other Doctorate/Ph.D.: 46%

**Educational Debt**  
 Carry debt: 38%  
 Under age 40 w/ debt: 72%  
 Median debt: \$80k-\$90k

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

*54% of LCPs hold a Doctorate of Psychology as their highest professional degree. 38% of LCPs carry educational debt, including 72% of those under the age of 40. The median debt burden among LCPs with educational debt is between \$80,000 and \$90,000.*

Educational Debt				
Amount Carried	All LCPs		LCPs under 40	
	#	%	#	%
<b>None</b>	1,158	62%	126	28%
<b>Less than \$10,000</b>	43	2%	16	4%
<b>\$10,000-\$19,999</b>	37	2%	9	2%
<b>\$20,000-\$29,999</b>	40	2%	15	3%
<b>\$30,000-\$39,999</b>	50	3%	17	4%
<b>\$40,000-\$49,999</b>	30	2%	10	2%
<b>\$50,000-\$59,999</b>	50	3%	21	5%
<b>\$60,000-\$69,999</b>	29	2%	13	3%
<b>\$70,000-\$79,999</b>	30	2%	15	3%
<b>\$80,000-\$89,999</b>	39	2%	12	3%
<b>\$90,000-\$99,999</b>	28	2%	12	3%
<b>\$100,000-\$109,999</b>	45	2%	19	4%
<b>\$110,000-\$119,999</b>	19	1%	10	2%
<b>\$120,000-\$129,999</b>	23	1%	14	3%
<b>\$130,000-\$139,999</b>	15	1%	6	1%
<b>\$140,000-\$149,999</b>	15	1%	10	2%
<b>\$150,000 or More</b>	202	11%	124	28%
<b>Total</b>	<b>1,853</b>	<b>100%</b>	<b>449</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

A Closer Look:

**At a Glance:**

**Primary Specialty**  
 Mental Health: 30%  
 Child: 15%  
 Forensic: 7%

**Secondary Specialty**  
 Mental Health: 13%  
 Child: 9%  
 Behavioral Disorders: 8%

Source: Va. Healthcare Workforce Data Center

*30% of all LCPs have a primary specialty in mental health. Another 15% have a primary specialty in children’s health, while 7% have a primary specialty in forensic science.*

Specialty	Specialties			
	Primary		Secondary	
	#	%	#	%
<b>Mental Health</b>	<b>619</b>	<b>30%</b>	<b>230</b>	<b>13%</b>
Child	314	15%	155	9%
Forensic	134	7%	114	6%
Neurology/Neuropsychology	110	5%	53	3%
Behavioral Disorders	78	4%	140	8%
Health/Medical	69	3%	117	7%
Family	42	2%	136	8%
School/Educational	34	2%	78	4%
Rehabilitation	23	1%	26	1%
Marriage	22	1%	75	4%
Gerontologic	20	1%	27	2%
Substance Abuse	15	1%	37	2%
Experimental or Research	13	1%	16	1%
Vocational/Work Environment	9	0%	10	1%
Industrial-Organizational	8	0%	11	1%
Sex Offender Treatment	5	0%	18	1%
Public Health	2	0%	12	1%
Social	0	0%	4	0%
<b>Other Specialty Area</b>	<b>132</b>	<b>6%</b>	<b>140</b>	<b>8%</b>
<b>General Practice (Non-Specialty)</b>	<b>400</b>	<b>20%</b>	<b>395</b>	<b>22%</b>
<b>Total</b>	<b>2,048</b>	<b>100%</b>	<b>1,795</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

### At a Glance:

#### Employment

Employed in Profession: 95%  
 Involuntarily Unemployed: < 1%

#### Positions Held

1 Full-time: 56%  
 2 or More Positions: 24%

#### Weekly Hours:

40 to 49: 42%  
 60 or more: 6%  
 Less than 30: 19%

Source: Va. Healthcare Workforce Data Center

### A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	1	0%
Employed in a behavioral sciences-related capacity	1,973	95%
Employed, NOT in a behavioral sciences-related capacity	38	2%
Not working, reason unknown	1	0%
Involuntarily unemployed	3	0%
Voluntarily unemployed	29	1%
Retired	33	2%
<b>Total</b>	<b>2,078</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*95% of LCPs are currently employed in their profession. 56% of LCPs hold one full-time job, and 42% work between 40 and 49 hours per week.*

Current Weekly Hours		
Hours	#	%
0 hours	66	3%
1 to 9 hours	52	3%
10 to 19 hours	144	7%
20 to 29 hours	186	9%
30 to 39 hours	299	15%
40 to 49 hours	848	42%
50 to 59 hours	320	16%
60 to 69 hours	104	5%
70 to 79 hours	15	1%
80 or more hours	6	0%
<b>Total</b>	<b>2,040</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	66	3%
One Part-Time Position	352	17%
Two Part-Time Positions	136	7%
One Full-Time Position	1,142	56%
One Full-Time Position & One Part-Time Position	296	14%
Two Full-Time Positions	12	1%
More than Two Positions	43	2%
<b>Total</b>	<b>2,047</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Income		
Hourly Wage	#	%
Volunteer Work Only	12	1%
Less than \$40,000	192	12%
\$40,000-\$49,999	75	5%
\$50,000-\$59,999	98	6%
\$60,000-\$69,999	186	11%
\$70,000-\$79,999	194	12%
\$80,000-\$89,999	179	11%
\$90,000-\$99,999	165	10%
\$100,000-109,999	163	10%
\$110,000-\$119,999	97	6%
\$120,000-\$129,999	75	5%
\$130,000 or More	212	13%
<b>Total</b>	<b>1,649</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	1,430	70%
Somewhat Satisfied	536	26%
Somewhat Dissatisfied	50	3%
Very Dissatisfied	16	1%
<b>Total</b>	<b>2,032</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

### At a Glance:

**Earnings**  
 Median Income: \$80k-\$90k

**Benefits**  
 (Salary & Wage Employees only)  
 Health Insurance: 60%  
 Retirement: 58%

**Satisfaction**  
 Satisfied: 97%  
 Very Satisfied: 70%

Source: Va. Healthcare Workforce Data Center

*The typical LCP earned between \$80,000 and \$90,000 per year. Among LCPs who received either an hourly wage or salary as compensation at the primary work location, 60% received health insurance and 58% also had access to some form of a retirement plan.*

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Health Insurance	793	40%	60%
Retirement	774	39%	58%
Paid Vacation	755	38%	59%
Paid Sick Leave	725	37%	58%
Dental Insurance	662	34%	52%
Group Life Insurance	548	28%	44%
Signing/Retention Bonus	43	2%	3%
<b>At Least One Benefit</b>	<b>948</b>	<b>48%</b>	<b>69%</b>

\*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center



**A Closer Look:**

Employment Instability in Past Year		
In the past year did you . . . ?	#	%
Experience Involuntary Unemployment?	10	0%
Experience Voluntary Unemployment?	89	4%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	34	1%
Work two or more positions at the same time?	541	22%
Switch employers or practices?	126	5%
Experienced at least one	697	29%

Source: Va. Healthcare Workforce Data Center

*Less than 1% of Virginia's LCPs experienced involuntary unemployment at some point during the past year. By comparison, Virginia's average monthly unemployment rate was 4.1% during the past 12 months.<sup>1</sup>*

Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	33	2%	19	3%
Less than 6 Months	65	3%	41	7%
6 Months to 1 Year	141	7%	50	9%
1 to 2 Years	279	14%	99	17%
3 to 5 Years	436	22%	126	22%
6 to 10 Years	340	17%	83	14%
More than 10 Years	708	35%	160	28%
Subtotal	2,002	100%	579	100%
Did not have location	37		1,836	
Item Missing	402		25	
Total	2,440		2,440	

Source: Va. Healthcare Workforce Data Center

*50% of LCPs are salaried employees, while 31% receive income from their own business/practice.*

### At a Glance:

**Unemployment Experience**  
 Involuntarily Unemployed: < 1%  
 Underemployed: 1%

**Turnover & Tenure**  
 Switched Jobs: 5%  
 New Location: 15%  
 Over 2 years: 74%  
 Over 2 yrs, 2<sup>nd</sup> location: 64%

**Employment Type**  
 Salary/Commission: 50%  
 Business/Practice Income: 31%

Source: Va. Healthcare Workforce Data Center

*74% of LCPs have worked at their primary location for more than two years, while 5% have switched jobs during the past 12 months.*

Employment Type		
Primary Work Site	#	%
Salary/Commission	846	50%
Business/Practice Income	518	31%
Hourly Wage	195	12%
By Contract	120	7%
Unpaid	9	1%
Subtotal	1,688	100%
Did Not Have Location	37	
Item Missing	715	

Source: Va. Healthcare Workforce Data Center

<sup>1</sup> As reported by the US Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate ranged from 3.4% in April 2016 to 4.5% in July 2015.

### At a Glance:

#### Concentration

Top Region:	41%
Top 3 Regions:	81%
Lowest Region:	< 1%

#### Locations

2 or more (Past Year):	30%
2 or more (Now*):	28%

Source: Va. Healthcare Workforce Data Center

41% of LCPs work in Northern Virginia, the most of any region in the state. Another 24% work in Central Virginia, while 16% work in Hampton Roads.

### A Closer Look:

COVF Region	Regional Distribution of Work Locations			
	Primary Location		Secondary Location	
	#	%	#	%
Central	486	24%	119	20%
Eastern	9	0%	4	1%
Hampton Roads	329	16%	89	15%
Northern	815	41%	208	35%
Southside	30	1%	10	2%
Southwest	23	1%	10	2%
Valley	96	5%	25	4%
West Central	159	8%	39	7%
Virginia Border State/DC	42	2%	39	7%
Other US State	19	1%	46	8%
Outside of the US	0	0%	3	1%
<b>Total</b>	<b>2,008</b>	<b>100%</b>	<b>592</b>	<b>100%</b>
Item Missing	397		11	

Source: Va. Healthcare Workforce Data Center

### Council On Virginia's Future Regions



28% of all LCPs currently have multiple work locations, while 30% have had multiple work locations during the past year.

Locations	Number of Work Locations			
	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	35	2%	63	3%
1	1,395	69%	1,404	69%
2	294	14%	299	15%
3	263	13%	234	12%
4	24	1%	14	1%
5	6	0%	6	0%
6 or More	17	1%	15	1%
<b>Total</b>	<b>2,034</b>	<b>100%</b>	<b>2,034</b>	<b>100%</b>

\*At the time of survey completion, June 2016.

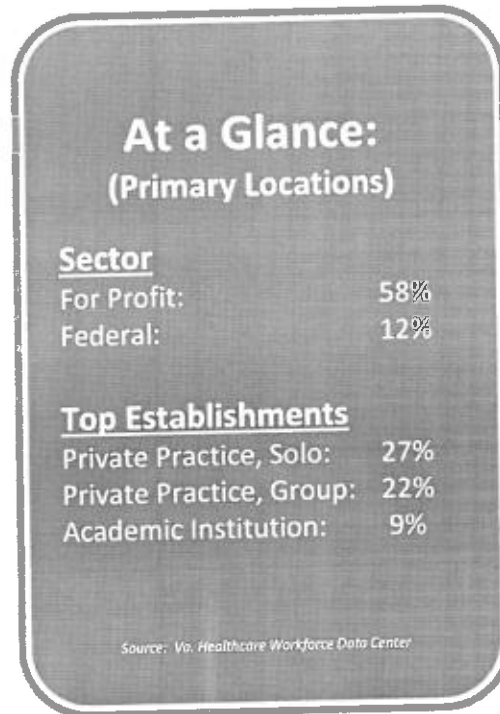
Source: Va. Healthcare Workforce Data Center

## Establishment Type

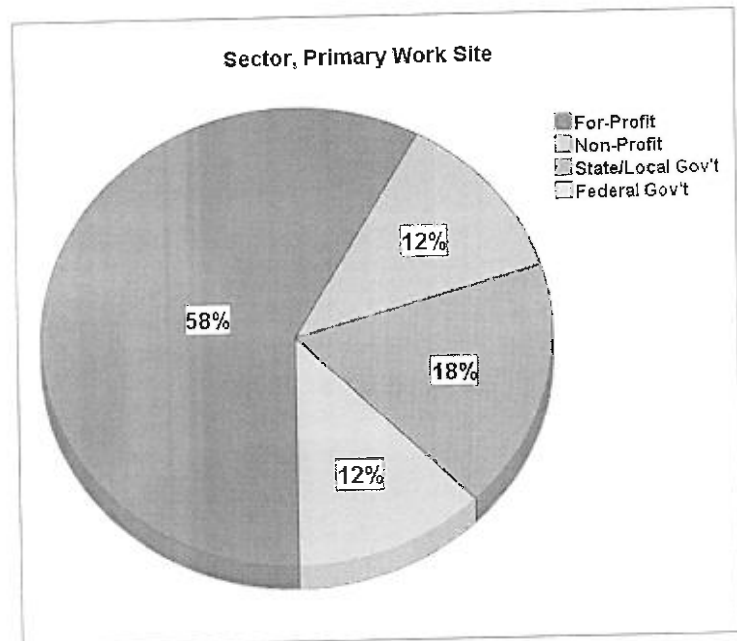
### A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	1,081	58%	385	72%
Non-Profit	227	12%	64	12%
State/Local Government	330	18%	64	12%
Veterans Administration	108	6%	4	1%
U.S. Military	69	4%	8	1%
Other Federal Government	49	3%	9	2%
<b>Total</b>	<b>1,864</b>	<b>100%</b>	<b>534</b>	<b>100%</b>
Did not have location	37		1836	
Item Missing	540		71	

Source: Va. Healthcare Workforce Data Center



*70% of LCPs work in the private sector, including 58% who work at for-profit establishments. Another 18% of LCPs work for state or local governments.*

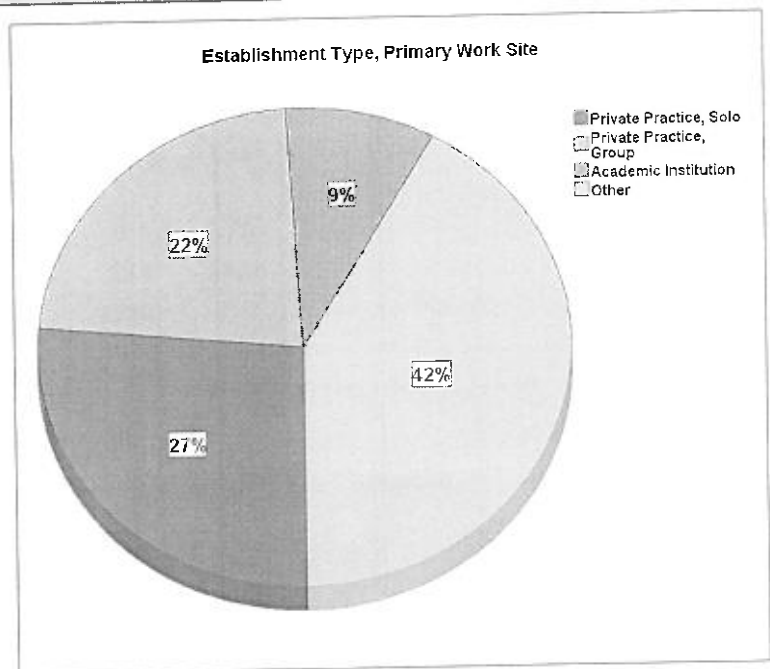


Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Private Practice, Solo	467	27%	152	29%
Private Practice, Group	395	22%	124	24%
Academic Institution (Teaching Health Professions Students)	159	9%	67	13%
Mental Health Facility, Outpatient	116	7%	27	5%
Hospital, General	108	6%	10	2%
Hospital, Psychiatric	87	5%	13	2%
School (Providing Care to Clients)	87	5%	8	2%
Community-Based Clinic or Health Center	81	5%	15	3%
Community Services Board	39	2%	6	1%
Corrections/Jail	31	2%	9	2%
Residential Mental Health/Substance Abuse Facility	20	1%	6	1%
Rehabilitation Facility	20	1%	2	0%
Administrative or Regulatory	18	1%	9	2%
Physician Office	13	1%	12	2%
Other Practice Setting	115	7%	63	12%
<b>Total</b>	<b>1,756</b>	<b>100%</b>	<b>523</b>	<b>100%</b>
Did Not Have a Location	37		1836	

Nearly half of all LCPs work at either a solo or group private practice, while another 9% works at an academic institution.

Source: Va. Healthcare Workforce Data Center

Among those LCPs who also have a secondary work location, 53% work at either a solo or group private practice, while 13% work at an academic institution.



Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

### Typical Time Allocation

Patient Care: 70%-79%  
Administration: 10%-19%

### Roles

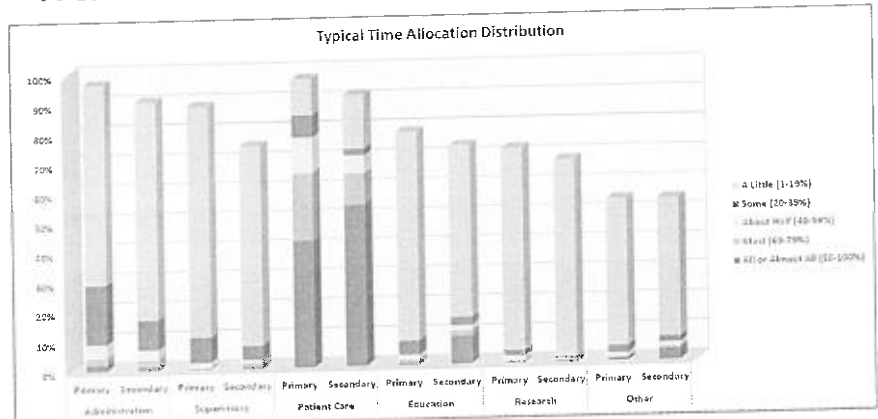
Patient Care: 66%  
Administrative: 4%  
Education: 2%

### Patient Care LCPs

Median Admin Time: 1%-9%  
Ave. Admin Time: 10%-19%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:



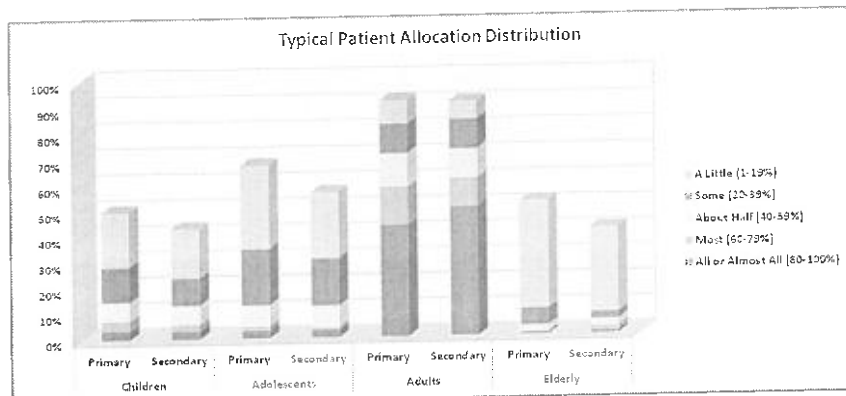
Source: Va. Healthcare Workforce Data Center

*The typical LCP spends approximately 75% of her time treating patients. In fact, 6% of all LCPs fill a patient care role, defined as spending 60% or more of their time on patient care activities.*

Time Spent	Time Allocation											
	Admin.		Supervisory		Patient Care		Education		Research		Other	
	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site
All or Almost All (80-100%)	2%	1%	0%	1%	43%	55%	1%	9%	0%	1%	1%	4%
Most (60-79%)	2%	2%	0%	1%	23%	11%	1%	2%	0%	0%	0%	1%
About Half (40-59%)	5%	3%	2%	1%	12%	6%	1%	2%	2%	1%	1%	1%
Some (20-39%)	20%	10%	9%	5%	7%	2%	5%	3%	2%	1%	3%	2%
A Little (1-19%)	68%	74%	78%	67%	12%	18%	70%	58%	68%	66%	49%	47%
None (0%)	4%	9%	11%	25%	3%	8%	21%	26%	28%	32%	45%	45%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

**At a Glance:**  
(Primary Locations)

**Typical Patient Allocation**

Children: None  
 Adolescents: 1%-9%  
 Adults: 70%-79%  
 Elderly: 1%-9%

**Roles**

Children: 7%  
 Adolescents: 5%  
 Adults: 58%  
 Elderly: 1%

Source: Va. Healthcare Workforce Data Center

Approximately 75% of all patients seen by a typical LCP at her primary work location are adults. In addition, 58% of LCPs serve an adult patient care role, meaning that at least 60% of their patients are adults.

Time Spent	Patient Allocation							
	Children		Adolescents		Adults		Elderly	
	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site
<b>All or Almost All (80-100%)</b>	4%	3%	3%	3%	44%	51%	1%	1%
<b>Most (60-79%)</b>	4%	3%	2%	1%	15%	11%	0%	2%
<b>About Half (40-59%)</b>	7%	7%	8%	8%	13%	11%	2%	3%
<b>Some (20-39%)</b>	14%	11%	22%	19%	11%	11%	7%	3%
<b>A Little (1-19%)</b>	21%	19%	33%	25%	9%	7%	42%	33%
<b>None (0%)</b>	50%	57%	32%	43%	8%	9%	48%	58%

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Patients Per Week

Primary Location: 1-24

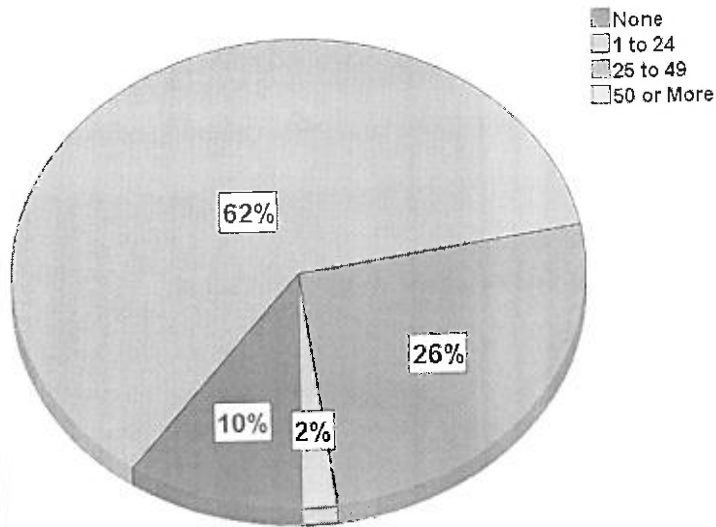
Secondary Location: 1-24

Source: Va. Healthcare Workforce Data Center

Patients Per Week				
# of Patients	Primary Location		Secondary Location	
	#	%	#	%
None	188	10%	115	22%
1 to 24	1,172	62%	380	74%
25 to 49	491	26%	18	3%
50 to 74	24	1%	1	0%
75 or More	13	1%	1	0%
<b>Total</b>	<b>1,889</b>	<b>100%</b>	<b>515</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

### Patients Per Week, Primary Work Site



Source: Va. Healthcare Workforce Data Center

62% of all LCPs treat between 1 and 24 patients per week at their primary work location. Among those LCPs who also have a secondary work location, 74% treat between 1 and 24 patients per week.

**A Closer Look:**

Retirement Expectations				
Expected Retirement Age	All LCPs		LCPs over 50	
	#	%	#	%
Under age 50	9	1%	-	-
50 to 54	6	0%	0	0%
55 to 59	63	4%	10	1%
60 to 64	192	11%	50	5%
65 to 69	542	30%	244	26%
70 to 74	473	27%	288	31%
75 to 79	206	12%	151	16%
80 or over	51	3%	32	3%
I do not intend to retire	240	13%	154	17%
<b>Total</b>	<b>1,782</b>	<b>100%</b>	<b>929</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Retirement Expectations**

<b>All LCPs</b>	
Under 65:	15%
Under 60:	4%
<b>LCPs 50 and over</b>	
Under 65:	6%
Under 60:	1%

**Time until Retirement**

Within 2 years:	7%
Within 10 years:	26%
Half the workforce:	by 2041

Source: Va. Healthcare Workforce Data Center

4% of LCPs expect to retire no later than the age of 60, while 15% expect to retire by the age of 65. Among those LCPs who are ages 50 or over, 6% still expect to retire by the age of 65.

Within the next two years, only 2% of Virginia's LCPs plan on leaving the state to practice elsewhere, while 1% plans on leaving the profession entirely. Meanwhile, 11% plan on increasing patient care hours, and 4% expect to pursue additional educational opportunities.

Future Plans		
2 Year Plans:	#	%
<b>Decrease Participation</b>		
Leave Profession	19	1%
Leave Virginia	51	2%
Decrease Patient Care Hours	221	9%
Decrease Teaching Hours	24	1%
<b>Increase Participation</b>		
Increase Patient Care Hours	277	11%
Increase Teaching Hours	154	6%
Pursue Additional Education	108	4%
Return to Virginia's Workforce	13	1%

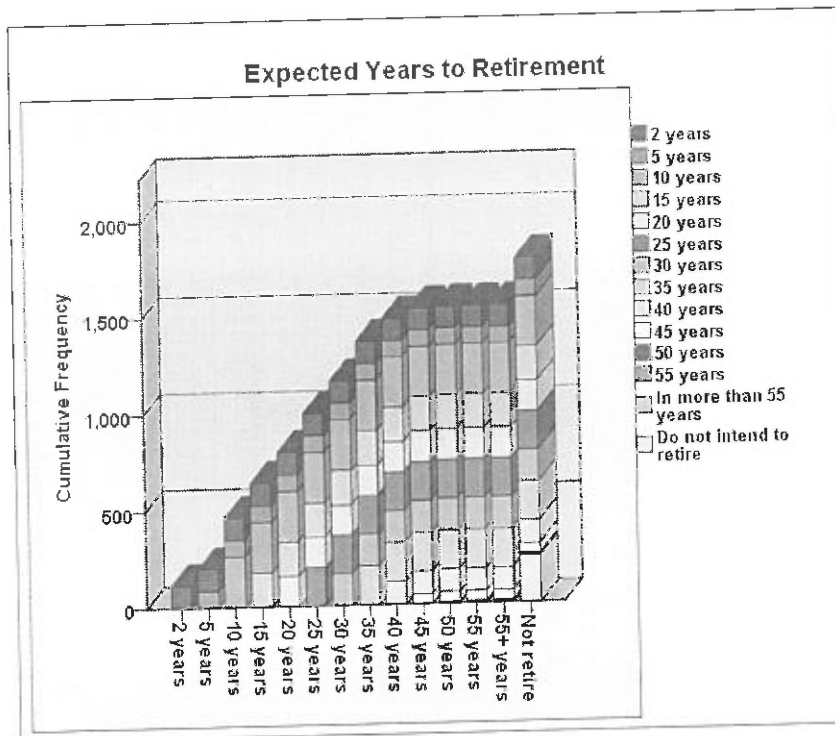
Source: Va. Healthcare Workforce Data Center



By comparing retirement expectation to age, we can estimate the maximum years to retirement for LCPs. 7% of LCPs expect to retire in the next two years, while 26% plan on retiring in the next ten years. More than half of the current LCP workforce expects to retire by 2041.

Time to Retirement			
Expect to retire within . . .	#	%	Cumulative %
2 years	117	7%	7%
5 years	85	5%	11%
10 years	261	15%	26%
15 years	177	10%	36%
20 years	156	9%	45%
25 years	200	11%	56%
30 years	164	9%	65%
35 years	202	11%	76%
40 years	117	7%	83%
45 years	50	3%	86%
50 years	9	1%	86%
55 years	3	0%	86%
In more than 55 years	1	0%	87%
Do not intend to retire	240	13%	100%
<b>Total</b>	<b>1,782</b>	<b>100%</b>	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirements will begin to reach over 10% of the current workforce every five years by 2026. Retirements will peak at 15% of the current workforce around the same time period before declining to under 10% of the current workforce again around 2056.

### At a Glance:

#### FTEs

Total: 2,191  
 FTEs/1,000 Residents: 0.263  
 Average: 0.91

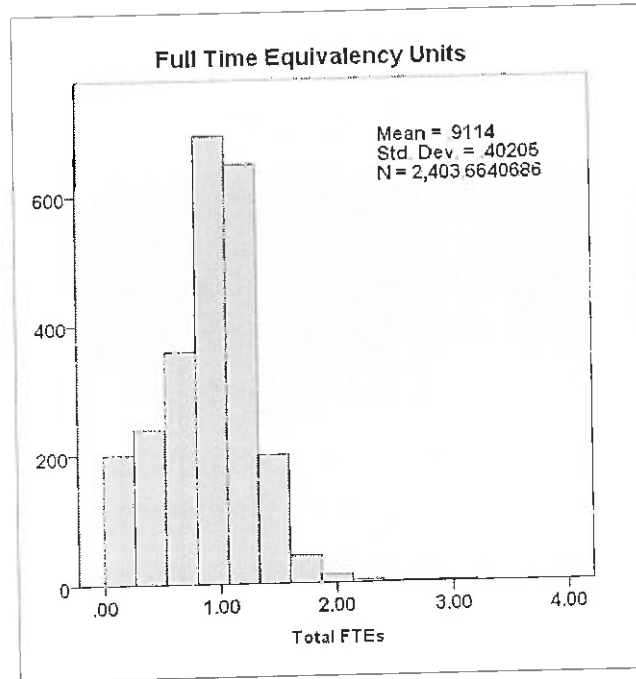
#### Age & Gender Effect

Age, Partial Eta<sup>2</sup>: Medium  
 Gender, Partial Eta<sup>2</sup>: Small

*Partial Eta<sup>2</sup> Explained:*  
 Partial Eta<sup>2</sup> is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

### A Closer Look:

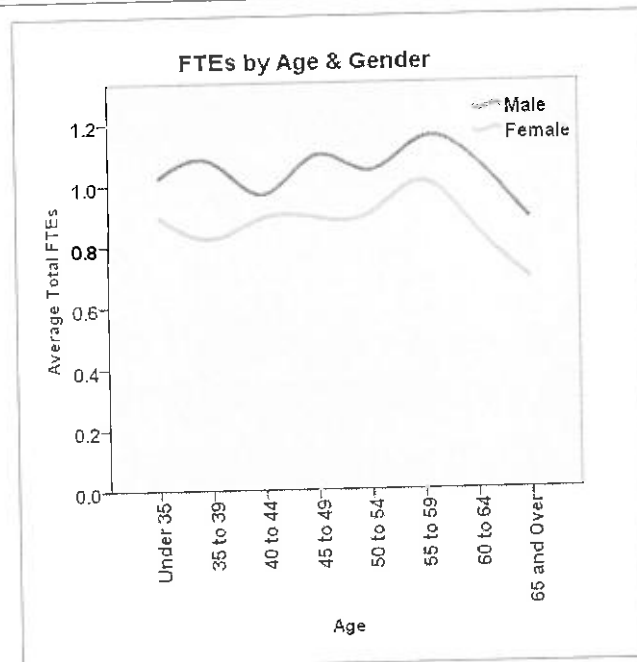


Source: Va. Healthcare Workforce Data Center

The typical (median) LCP provided 0.98 FTEs, or approximately 39 hours per week for 50 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify a difference exists.<sup>2</sup>

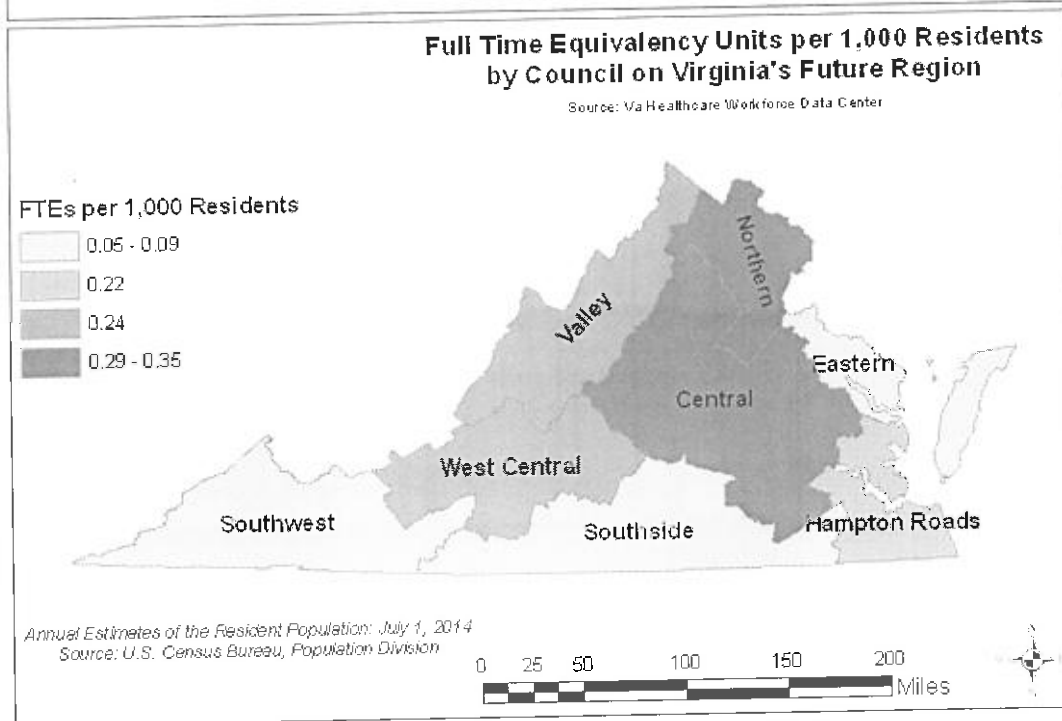
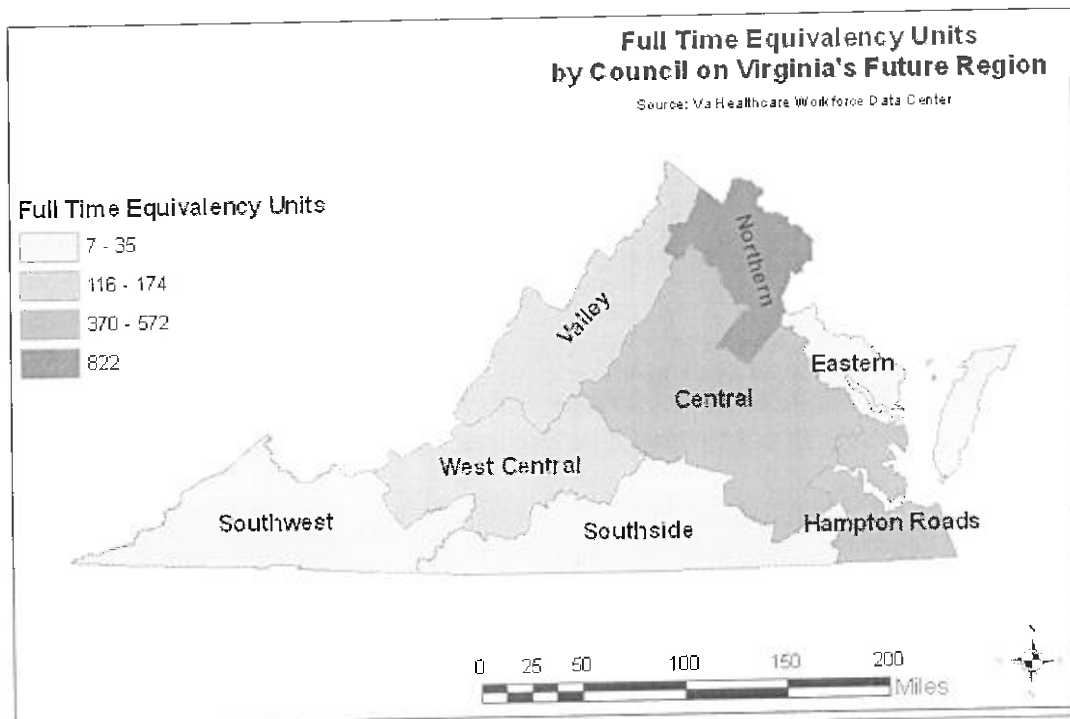
Full-Time Equivalency Units		
Age	Average	Median
<b>Age</b>		
Under 35	0.93	1.01
35 to 39	0.77	0.83
40 to 44	0.86	0.93
45 to 49	1.00	1.07
50 to 54	0.94	0.93
55 to 59	1.10	1.09
60 to 64	0.97	0.96
65 and Over	0.85	0.96
<b>Gender</b>		
Male	1.00	1.05
Female	0.86	0.93

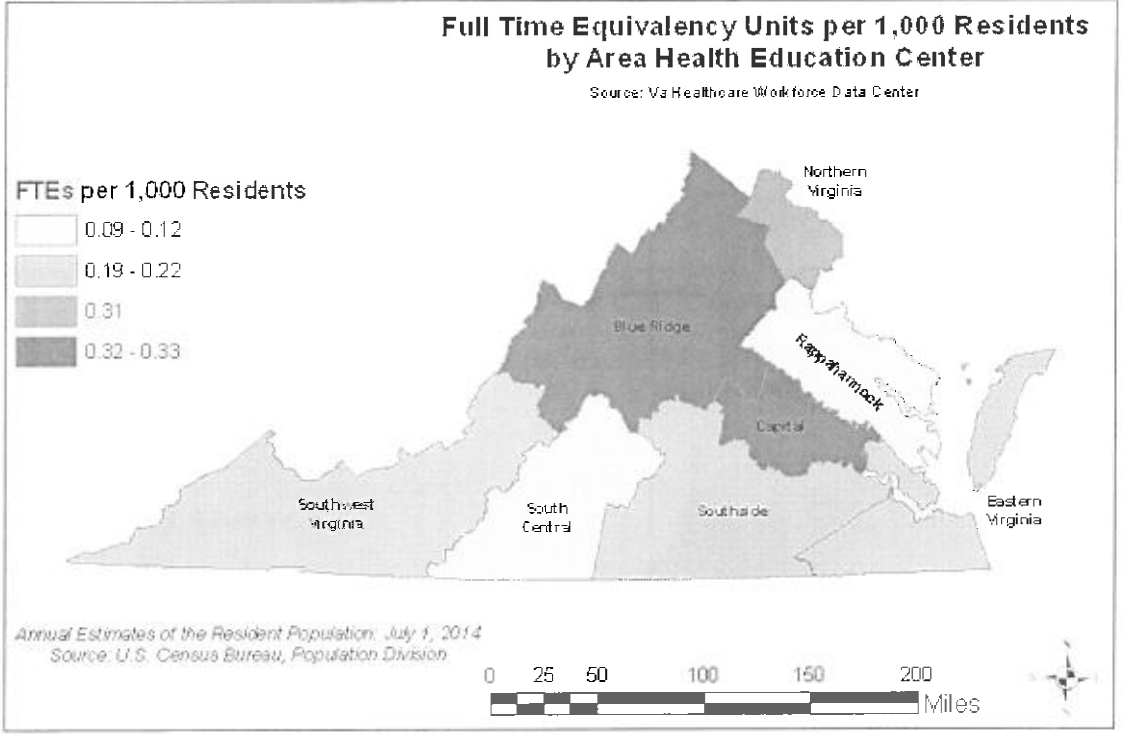
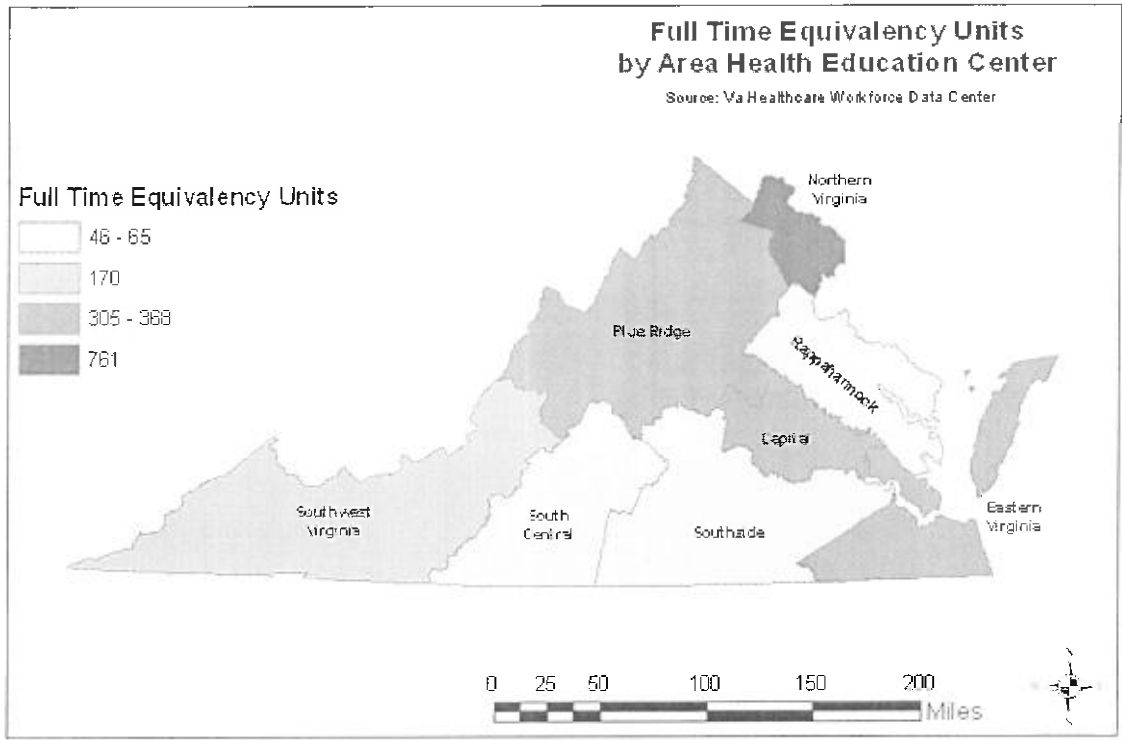
Source: Va. Healthcare Workforce Data Center

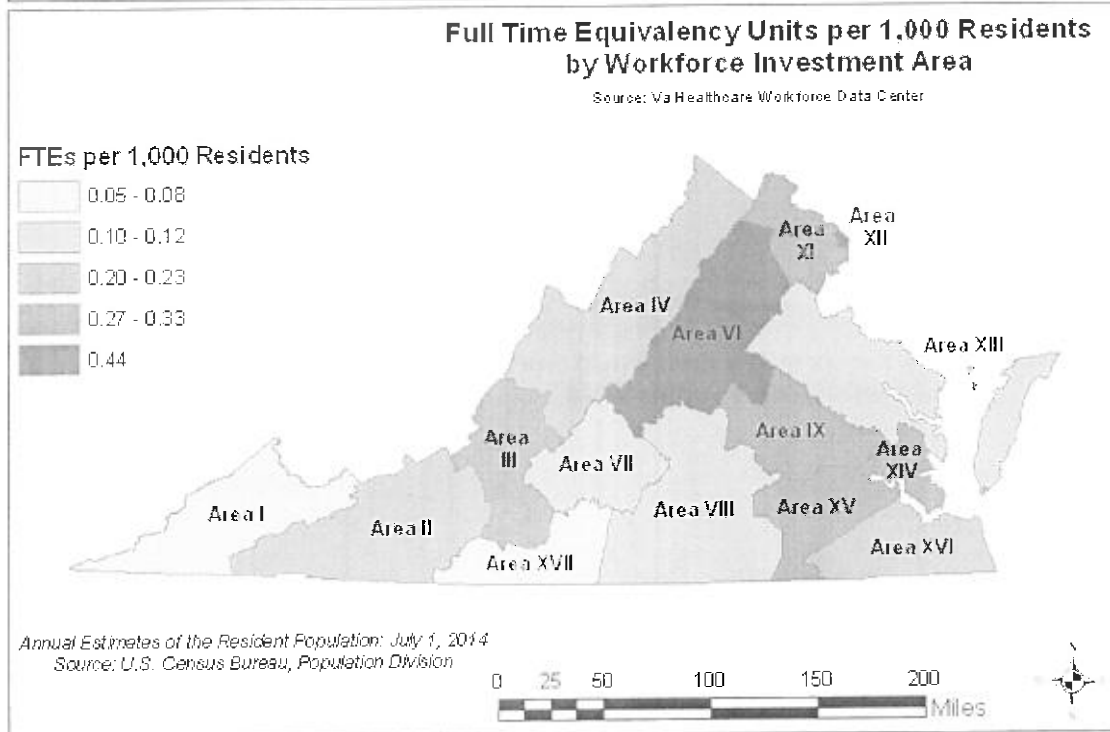
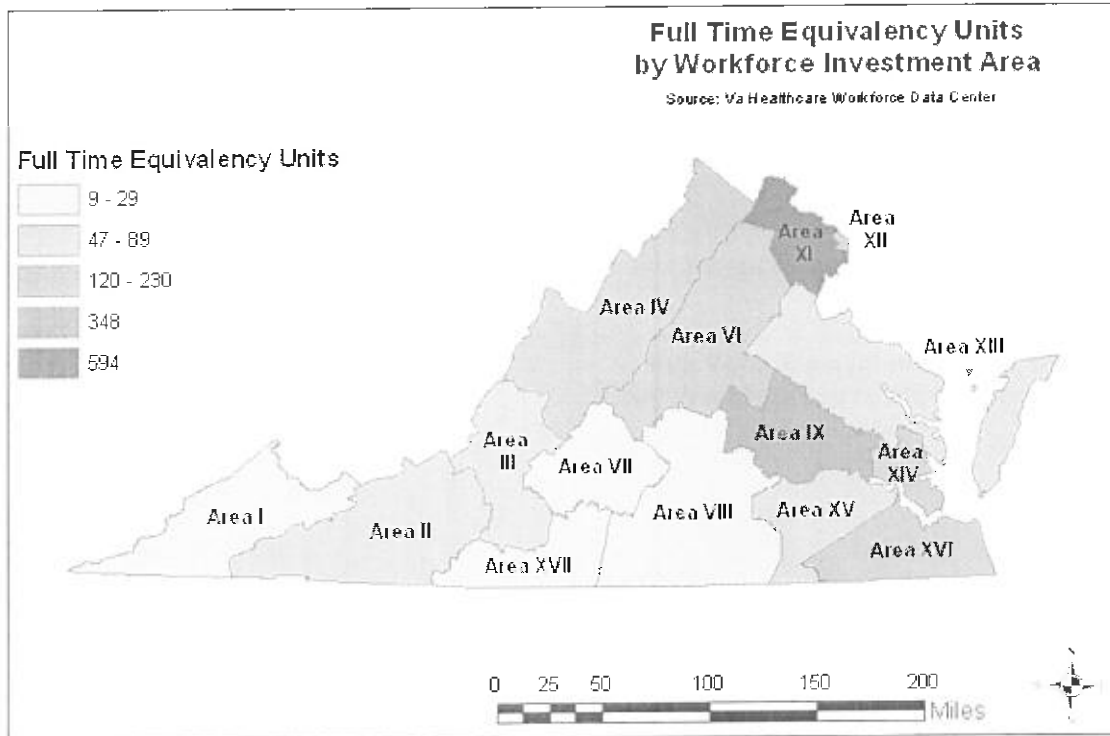


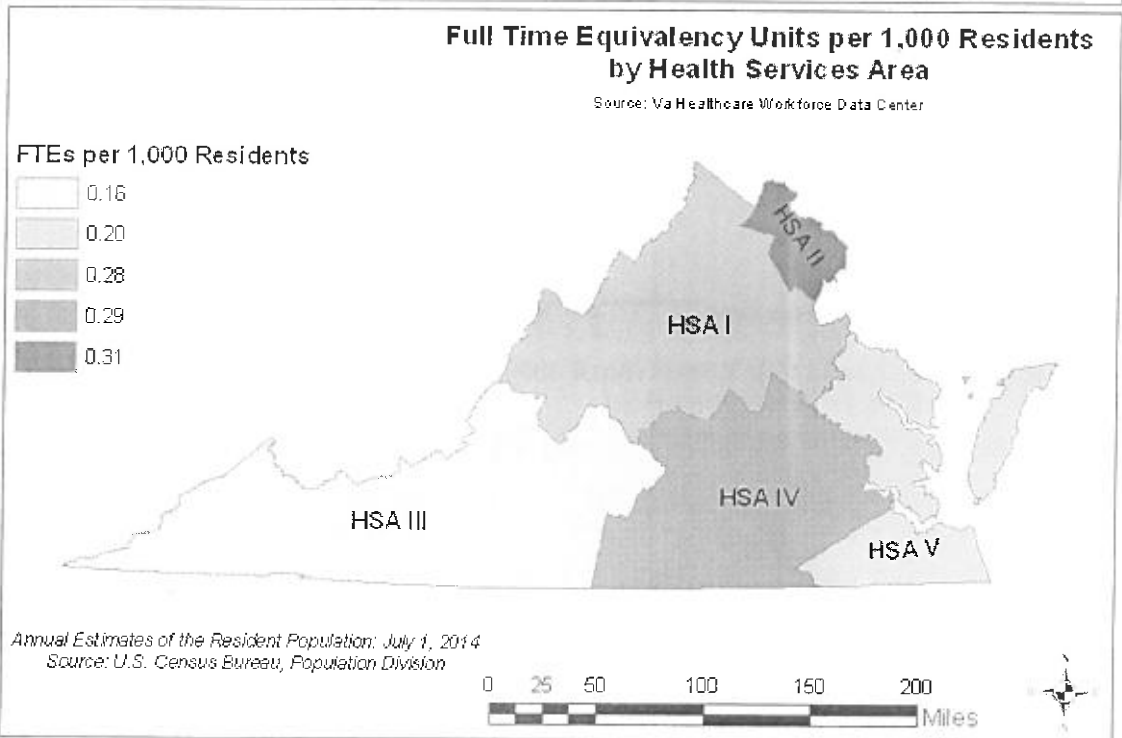
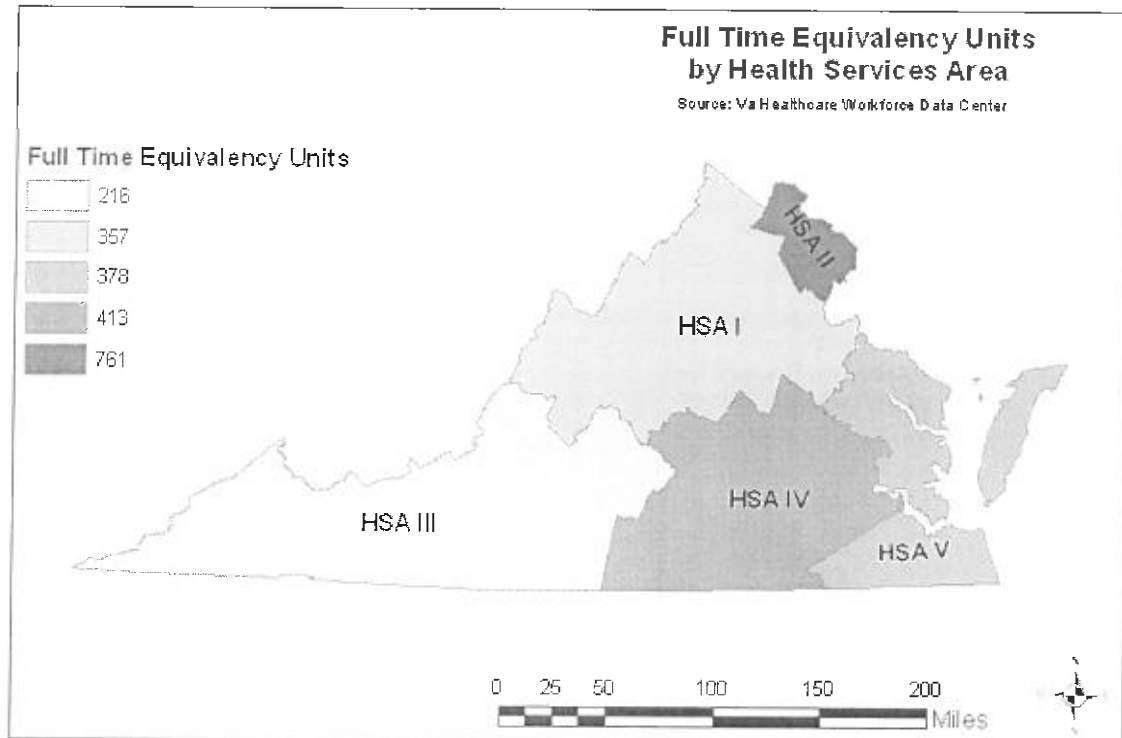
Source: Va. Healthcare Workforce Data Center

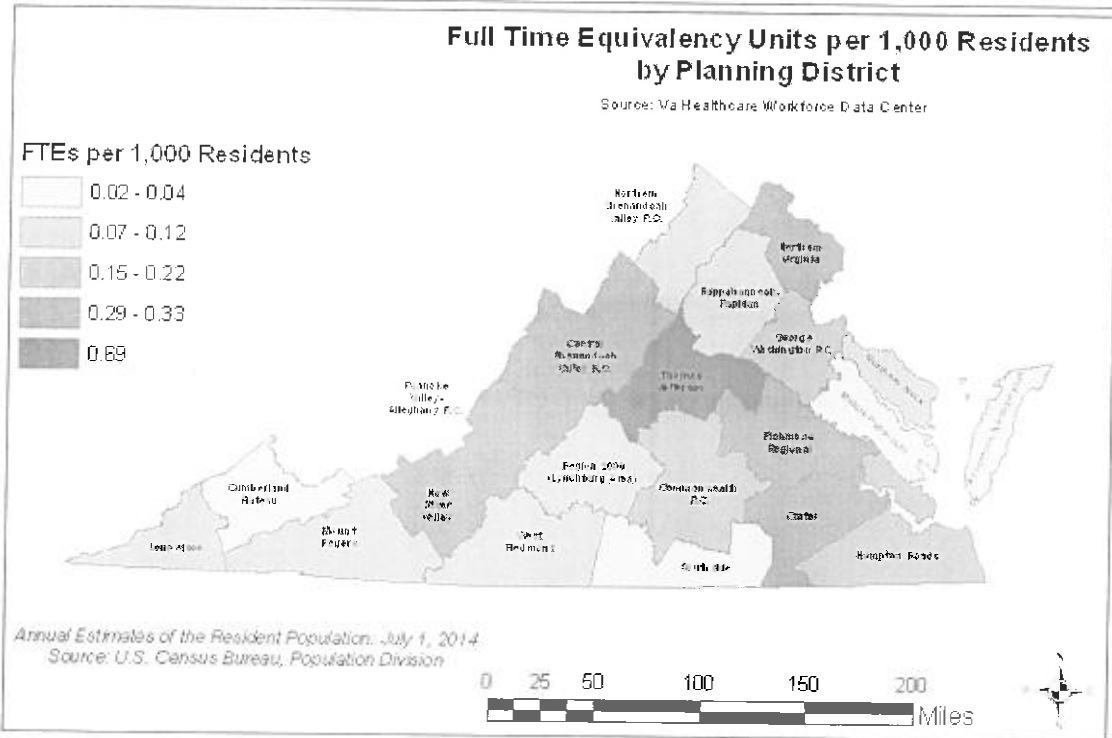
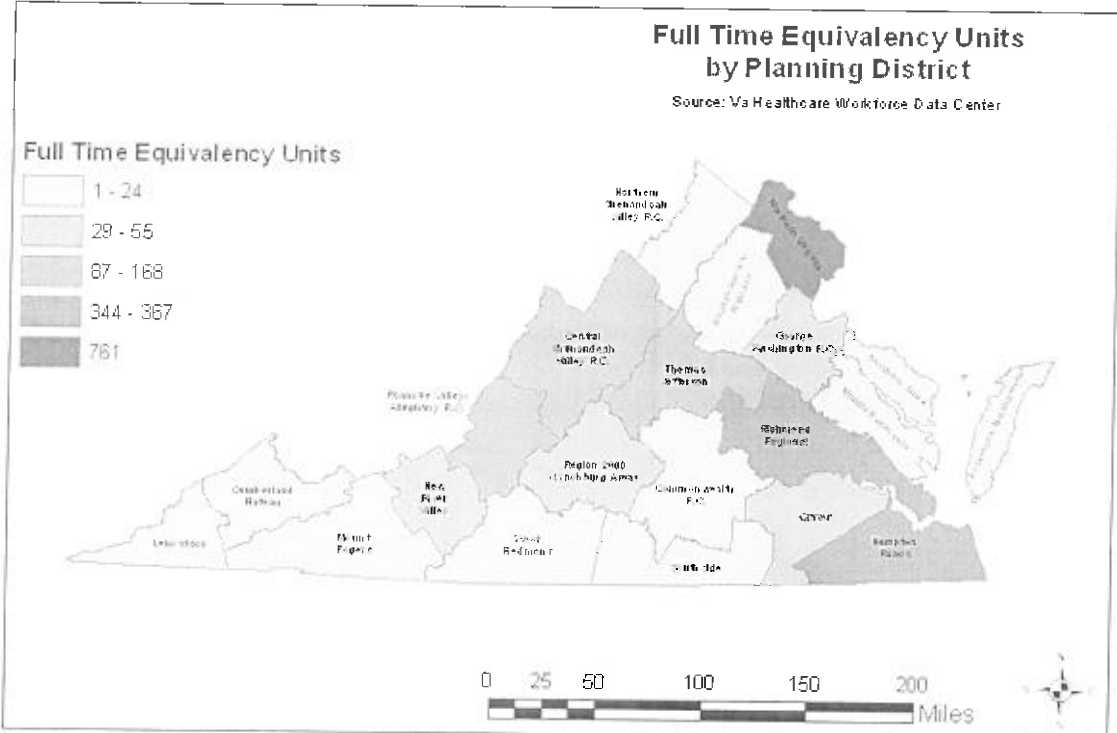
<sup>2</sup> Due to assumption violations in Mixed between-within ANOVA (Levene's Test is significant)











Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	1,836	88.73%	1.127072	1.03909	1.25036
Metro, 250,000 to 1 million	132	91.67%	1.090909	1.00575	1.21024
Metro, 250,000 or less	366	82.24%	1.215947	1.12103	1.34896
Urban pop 20,000+, Metro adj	8	100.00%	1	0.92194	1.10939
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	42	85.71%	1.166667	1.0756	1.29429
Urban pop, 2,500-19,999, nonadj	13	92.31%	1.083333	1.04275	1.15528
Rural, Metro adj	29	68.97%	1.45	1.33681	1.5463
Rural, nonadj	7	100.00%	1	0.92194	1.06641
Virginia border state/DC	476	84.45%	1.18408	1.09165	1.31361
Other US State	373	74.53%	1.341727	1.23699	1.4885

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 35	339	77.29%	1.293893	1.10939	1.4885
35 to 39	449	80.40%	1.243767	1.06641	1.5463
40 to 44	400	93.00%	1.075269	0.92194	1.33681
45 to 49	412	89.08%	1.122616	1.04275	1.39568
50 to 54	267	88.39%	1.131356	0.97003	1.40654
55 to 59	291	89.00%	1.123552	0.96334	1.39684
60 to 64	389	86.12%	1.161194	0.99561	1.44364
65 and Over	735	84.63%	1.181672	1.01317	1.4691

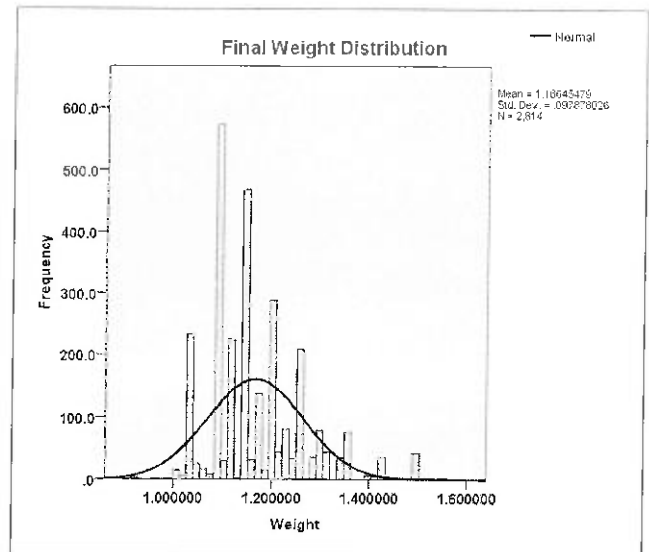
See the Methods section on the HWDC website for details on HWDC Methods:

[www.dhp.virginia.gov/hwdc/](http://www.dhp.virginia.gov/hwdc/)

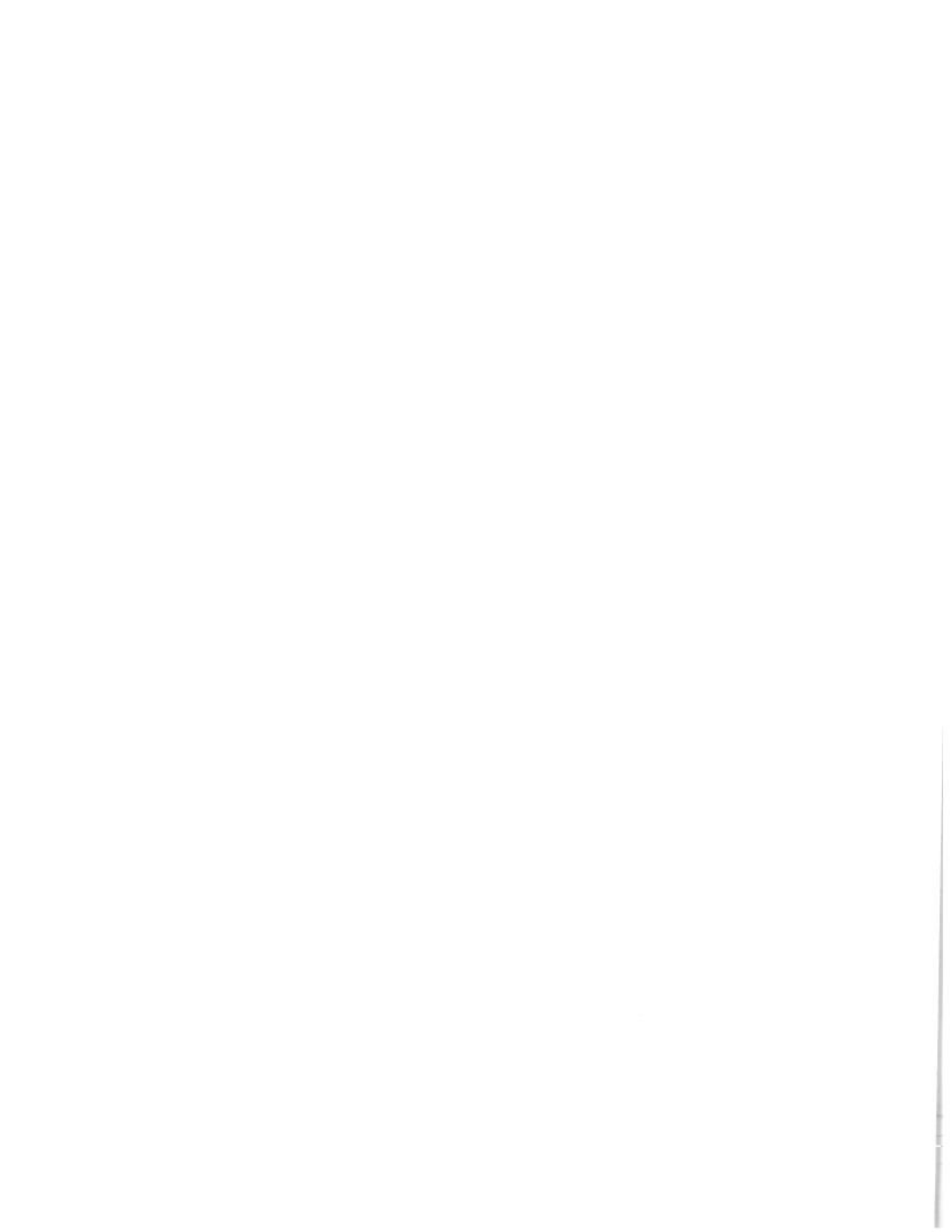
Final weights are calculated by multiplying the two weights and the overall response rate:

$$\text{Age Weight} \times \text{Rural Weight} \times \text{Response Rate} = \text{Final Weight.}$$

**Overall Response Rate: 0.857404**

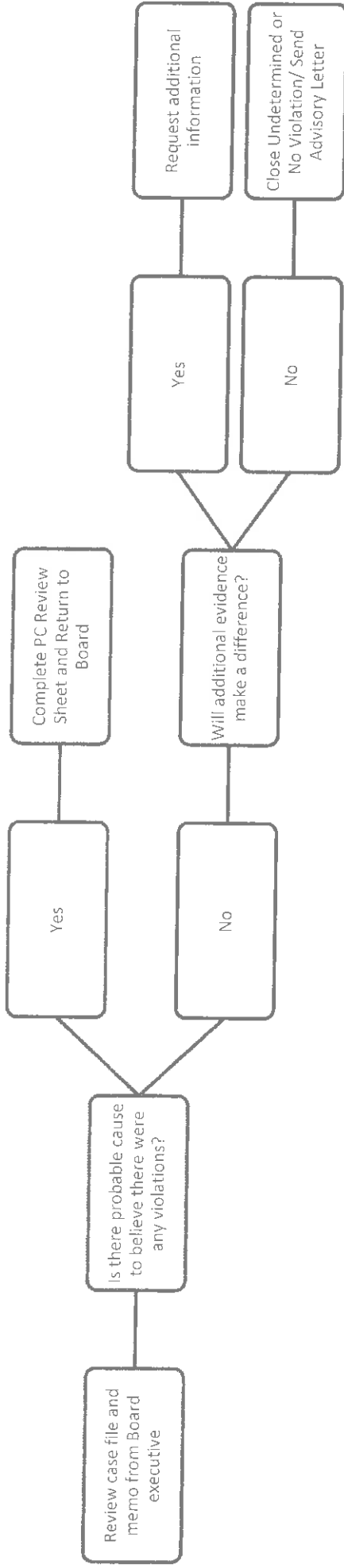






## Probable Cause Presentation

# PROBABLE CAUSE REVIEW DECISION TREE



## Probable Cause Review

- What is probable cause?
  - A standard of evidence
  - A very low threshold of proof

“More likely than not” that a violation occurred  
Rather than clear and convincing evidence or beyond a reasonable doubt

  - But not speculation or assumption
- Purpose of probable cause review
  - Gatekeeper function
  - Provide subject matter expertise and direction to legal staff

Specify the evidence to support the finding of probable cause for each potential allegation (or lack thereof)  
Delineate the standard of care that was violated  
Specify additional evidence needed and purpose thereof
- Where does probable cause fit in the adjudication process?
  - After investigation and preliminary review by Board staff
  - Before any disciplinary action or alternative disposition
- Standard of Care
  - What it is: minimum acceptable level of care
  - What it is not: best practices, A+ level care, what you would have done
- Recordkeeping
  - When records are not sufficient to establish a standard of care violation, the only thing we can allege is bad recordkeeping
  - Delineate what is missing that would be crucial for a standard of care determination
- Remember:
  - Just because there is a complaint does not mean that there is a violation
  - If there is no evidence, there is no **case**

VSOTA

Virginia Sex Offender Treatment Association

## Virginia Sex Offender Treatment Association (VSOTA)

P.O. Box 569, Midlothian, VA 23113

The Virginia Sex Offender Treatment Association is requesting recognition by the Virginia Board of Psychology to be a recognized provider for continuing education for continuing education requirements for a Certified Sex Offender Provider and a Licensed Clinical Psychologist.

### **VSOTA Background**

The Virginia Sex Offender Treatment Association was initially started in 1984 and was originally developed to coordinate and oversee sex offender treatment and supervision within the Virginia Department of Corrections. Its original name was the Sex Offender Program Advisory Committee (SOPAC). The name changed in 2004 to VSOTA and became independent from the Virginia Department of Corrections as a non-profit Association. The mission of VSOTA is to:

- Coordinating an annual statewide conference on sex offender assessment, treatment and management,
- Developing training curricula for individuals who work with the sex offender population,
- Initiating regional support groups for treatment providers and supervisors,
- Providing research resources for professionals; i.e., journals, books, audio/visual aids, etc.,
- Providing consultation on sex offender management to professionals in Virginia and surrounding states, and
- Providing a liaison with the community on sex offender issues.

VSOTA has a Board of Directors with established By-Laws and a Board Ethics policy. Board members are deliberately assigned to assure representation across the state and in the various practice locations providing sex-offender services which include: The Virginia Department of Corrections representing institutions and Probation Officers, psychologists, counselors, administrators, private licensed mental health practitioners and community mental health providers.

In 2016, VSOTA held its 30<sup>th</sup> anniversary conference which included over 400 attendees who provide sex offender assessment, treatment and management services throughout the Commonwealth. The conference is two and half days in length and provides quality workshops and presenters from across the United States and Canada who are experts in their field. For the past 12 years we have provided Continuing Education Units (CEUs) through Virginia Commonwealth University (VCU) in order to meet the continuing education requirements set by the three Virginia behavioral health boards and the 6 hours of continuing education as a Certified Sex Offender Treatment Provider (CSOTP). Each year 3 continuing education hours is provided on Ethics to include ethical decision making models, ethics of newly emerging practices and the regulations/standards of the Virginia Board of Health Professions. Each year the entire conference provides 14 continuing education hours.

VSOTA conferences also meets the definition of forensic psychology as stated in the provider section of the Regulations for the Virginia Board of Psychology. The following excerpt is from the American Psychology Association (APA):

*"Most forensic psychology textbook authors describe forensic psychology as having a broad definition and a narrow definition. Forensic psychology, as defined by the American Psychological Association, is the application of clinical specialties to the legal arena. This definition emphasizes the application of clinical psychology to the forensic setting. Christopher Cronin, who has written a well-known textbook on forensic psychology, defines it as "The application of clinical specialties to legal institutions and people who come into contact with the law", again emphasizing the application of clinical skills such as assessment, treatment, evaluation to forensic settings. This is considered a narrow definition. The broad definition of forensic psychology emphasizes the application of research and experimentation in other areas of psychology (e.g., cognitive psychology, social psychology) to the legal arena."*