



**FINAL-APPROVED**  
**Virginia Board of Social Work**  
**Public Hearing/ Quarterly Board Meeting Minutes**  
**Friday, September 23, 2022 at 10:00 a.m.**  
**9960 Mayland Drive, Henrico, VA 23233**  
**Board Room 4**

- PRESIDING OFFICER:** Jaime Hoyle, JD, Executive Director
- BOARD MEMBERS PRESENT:** Eboni Bugg, MSW, LCSW (*virtually- via webex from Charlottesville, VA – Ms. Bugg was not in physical attendance due to health reasons*)  
 Jamie Clancey, MSW, LCSW  
 Elke Cox, MSW, LCSW  
 Gloria Manns, MSW, LCSW (*arrived at 10:30am*)  
 Denise Purgold, MSW, LCSW  
 Sherwood, Randolph, MSW, LCSW  
 Teresa Reynolds, MSW, LCSW
- BOARD MEMBERS ABSENT:** Canek Aguirre, Citizen Member  
 Angelia Allen, Citizen Member
- BOARD STAFF PRESENT:** Latasha Austin, Licensing & Operations Manager  
 Jennifer Lang, Deputy Executive Director- Discipline  
 Cheyenne Upshaw, Administrative Assistant  
 Sharniece Vaughan, Licensing Specialist  
 Maya Weeks, Administrative Assistant
- DHP STAFF PRESENT:** Erin Barrett, JD, Senior Policy Analyst, Department of Health Professions  
 David E. Brown, DC, Director, Department of Health Professions
- BOARD COUNSEL PRESENT:** James Rutkowski, Assistant Attorney General
- PRESENTATION SPEAKERS:** Keith Buckout, Research Associate, Council of State Government (*via webex*)  
 Matt Shafer- Council of State Government (*via webex*)  
 Yetty Shobo, PhD, Director, Healthcare Workforce Data Center, DHP  
 Barbara Hodgdon, PhD, Deputy Director, Healthcare Workforce Data Center, DHP
- PUBLIC ATTENDEES:** Deneen Evans, LCSW  
 Joseph G. Lynch, LCSW, Virginia Society for Clinical Social Work (VSCSW)  
 Debra Riggs, National Association of Social Workers (NASW) -Virginia Chapter  
 Sue Rowland  
 Kim Young, LCSW  
 Sade' Younger
- ADOPTION OF AGENDA:** **Motion:** Ms. Clancey made a motion, which Mr. Randolph properly seconded, to adopt the agenda with the change to move the Presentations after the Agency Director's Report. The motion passed unanimously.
- CALL TO ORDER (*Public Hearing*)** Ms. Hoyle welcomed new Board members and called the Public Hearing to order at 10:10 a.m.
- PUBLIC HEARING:** The Board conducted a Public Hearing to receive public comment on the Board's proposed regulatory change to amend its regulations for licensure by endorsement

that would allow acceptance of a state examination rather than the national examination, which is currently required for licensure in Virginia. A state examination would be acceptable only if another U. S. jurisdiction did not require the national examination at the time the social worker was initially licensed and if the examination was deemed to be a comparable level for the license being sought.

**PUBLIC COMMENT:** No public comment was provided.

The Public Hearing ended at 10:17 am.

**CALL TO ORDER (*Board Meeting*):** Ms. Hoyle called the Board Meeting to order at 10:18 a.m.

**ROLL CALL/ESTABLISHMENT OF A QUORUM:**

An introduction was done of all Board members and staff. Six members of the Board were present at roll call (5 in person and 1 virtual); therefore, a quorum was established.

**MISSION STATEMENT:** Ms. Hoyle read the mission statement of the Department of Health Professions, which was also the mission statement of the Board.

**PUBLIC COMMENT:** Public Comment was provided by the following persons:

1. Joe Lynch provided written public comment on behalf of the VSCSW & GWSCSW. A copy was provided to everyone at the meeting. He provided public comment on three items contained in the meeting agenda packet. The first was a request for an administrative change on the Board-Approved Supervisor Registry form. The next was comment on the LMSW Survey data provided by the DHP Healthcare Workforce Data Center. The last was comment regarding the 2022 Pass Rate Analysis Examination Data Report provided by ASWB. (*See Attachment 1*)
2. Kim Young provided public comment on the 2022 Pass Rate Analysis Examination Data Report provided by ASWB. She commented that the data reflects that the exam is racially bias. She commented that we need to do away with the exam and feels the exam is a barrier to licensure for marginalized communities. She is recommending that alternative pathway be created toward licensure and is calling on the Virginia Board to release a public statement.
3. Debra Riggs provided written public comment on behalf of the NASW-Virginia Chapter. A copy was provided to everyone at the meeting. She commented on the 2022 Pass Rate Analysis Examination Data Report provided by ASWB requesting that all stakeholders from each of the collaborating organizations in the state of Virginia join together to work on, research and study possible and alternative options regarding the ASWB. She also provided comment regarding the intended compact and requesting that the ASWB language be removed from the draft. (*See Attachment 2*)

**APPROVAL OF MINUTES:** A draft of the minutes from the June 3, 2022 was left out of the agenda packet in error. A copy was provided to everyone at the meeting. (*See Attachment 3*)  
**Motion:** Ms. Clancey made a motion, which Ms. Reynolds properly seconded, to approve the meeting minutes from the Board Meeting held on June 3, 2022 as presented. The motion passed unanimously.

**AGENCY REPORT:** Dr. Brown welcomed to new board members to the Board. He provided an update regarding virtual meetings and indicate he would like all Committee Meetings to

have the authority to be held virtually. He is hoping this will be in the General Assembly Session.

Dr. Brown also provided an updated regarding the Conference Center and indicated that the audio system in the Conference Center is being upgraded. However, there will be a delay as there are some supply chain issues.

Dr. Brown also discussed Govern Younkin's executive directive and order to reduce regulations and commented on how this Board has already begun to make several proposed changes toward that effort.

## PRESENTATIONS:

- **Social Work Licensure Compact**

Mr. Shafer provided a virtual PowerPoint presentation on the overview of Council of State Governments (CSG) Social Work Licensure Compact. A copy of the PowerPoint presented was included in the agenda packet. He discussed what a compact was, occupational licenses that already have an active compact, and what occupational licenses have pending compacts. He provided the Board an overview of the compact development process and requirements to join the compact.

After the presentation Board members suggested the language in the draft compact allow for other exams in the future due to the current issue with the ASWB exam.

- **Virginia's Licensed Clinical Social Work Workforce**

Dr. Hodgdon presented a PowerPoint presentation on the Clinical Social Work Workforce in Virginia. The presentation concluded that there has been an increase in total licensees, workforce and full-time equivalency. It also concluded that there is a younger age distribution, racial diversity is low but increasing, and the median incoming is stabilizing, while debt is increasing.

- **Virginia's Licensed Master's Social Work Workforce**

Dr. Shobo presented a PowerPoint presentation on the Master's Social Work Workforce in Virginia. The presentation concluded that the Master's workforce is younger and only three-quarters work in the state of Virginia. It also concluded that there are some with macro concentration providing clinical services with supervision, 80% indicated they are working in exempt agencies, and that there is a high level of LMSW who indicated that they are interested in pursuing a LCSW license.

After the presentation Board members requested the following questions be asked in future surveys for LMSW:

1. Is the LMSW also registered as a Supervisee in Social Work?
2. Clarify what clinical services they are providing.
3. If providing clinical services, are they in an exempt setting?
4. If doing clinical work, who is providing the clinical supervision?

The Board took a break at 11:56am. The meeting reconvened at 12:18 pm

## LEGISLATION & REGULATORY REPORT:

- **Chart of Regulatory Actions**

Ms. Barrett reviewed with the Board the current Social Work Regulation Actions that are underway. A copy was included in the agenda packet.

- **Consideration of Fast-Track Regulatory Action**

The Board reviewed and discussed recommended changes to 18VAC140-20-30 & 50 to remove outdated provisions. A copy of the recommended changes was included in the agenda packet.

**Motion:** Ms. Clancey made a motion, which Ms. Reynolds properly seconded to adopt fast track action reduction action. The motion passed unanimously.

- **Consideration of Amendments to Guidance Document 140-1**

The Board reviewed and discussed the recommended changes to Guidance Document 140-1 regarding Confidential Consent Agreements. A copy of the recommended changes was included in the agenda packet.

**Motion:** Ms. Clancey made a motion, which Ms. Manns properly seconded to adopt the amendments to Guidance Document 140-1. The motion passed unanimously.

- **Consideration of Amendments to Guidance Document 140-4.2**

The Board reviewed and discussed the recommended changes to Guidance Document 140-4.2 regarding possible disciplinary actions for non-compliance with continuing education requirements. A copy of the recommended changes was included in the agenda packet.

**Motion:** Ms. Clancey made a motion, which Ms. Reynolds properly seconded to adopt the amendments to Guidance Document 140-4.2. The motion passed unanimously.

- **Considerations of Petition for Rulemaking**

The Board reviewed and discussed a petition for rulemaking submitted by Mr. Lynch on behalf of the VSCSW & GWSCSW to require MSWs under supervision to obtain a license as a LMSW. A copy of the petition was included in the agenda packet. 41 public comments were received in favor of the petition and 14 comments were against the petition.

**Motion:** Ms. Clancey made a motion, which Ms. Manns properly seconded to take no action due to workforce issues, barriers to licensure and creating more regulations without any benefit. The motion passed unanimously.

## **EXECUTIVE DIRECTOR'S REPORT:**

Ms. Hoyle reported on the finances for the Board of Social Work. A copy of the financial report given was included in the agenda packet.

Ms. Hoyle also informed the Board that she has been working on a Committee with the Council of State Government to help draft the language for the Social Work Compact. She also informed the Board that the ASWB Annual Meeting of the Delegate Assembly would be held November 18- 19, 2022 and any board member interested in attending should let her know. Jaime also thanked Board staff for all the hard work they do for the Board.

## **DISCIPLINE REPORT:**

Ms. Lang reported on the disciplinary statistics for the Board of Social Work from May 14, 2022 through August 31, 2022. A copy of the report was included in the agenda packet. She noted that she is working on the process of hiring a discipline reviewer for the board but, in the meantime, she will send cases out to the board members for probable cause review. Additionally, she advised the board that continuing education audits have begun and she will provide an update on the statistics at the first or second meeting of 2023.

## **LICENSING REPORT:**

Ms. Austin reported on the satisfaction survey results for the Board of Social Work

for the 2022 4<sup>th</sup> Quarter and the licensure statistics for the Board from April 2022-August 2022. A copy of the report given was included in the agenda packet. Ms. Austin also informed the Board of the update and addition in staff.

#### COMMITTEE REPORTS:

- **Regulatory Committee Report**

Ms. Hoyle informed the Board that the Regulatory Committee is in need of a new Committee Chair due to the previous chair's expired term and that any board member interested should let her know.

- **Board of Health Professions Report**

Ms. Hoyle informed the Board that the Board of Health Professions is in need of a representative from the Board of Social Work due to the previous representative not being reappointed to the Board and that anyone board member interested should let her know.

#### ELECTION OF OFFICERS:

Ms. Hoyle informed the Board that at the last meeting Mr. Aguirre was nominated as Chairperson and Michael Hayter was voted as Vice-Chairperson but was not reappointed to the Board. Ms. Hoyle advised the Board that additional nominations for both the Chair and Vice-Chair could come from the floor.

**Motion:** Ms. Clancey made a motion, which Ms. Manns properly seconded, to elect Mr. Aguirre as the Chairperson for the Board. The motion passed unanimously.

**Motion:** Ms. Manns made a motion, which Ms. Cox properly seconded, to elect Ms. Clancey as the Vice-Chairperson for the Board. The motion passed unanimously.

#### NEW BUSINESS:

- **Discussion of Association of Social Work (ASWB) Examination Data**

The Board reviewed and discussed the ASWB Examination Pass Rate Data. The following questions/ comments were brought up by Board members during the discussion:

1. Is there any information on why there is a disparity?
2. What is the disparity between the schools?
3. Is there a problem with the Education?
4. Do the schools need more support?
5. Is the timing of the exam an issue? Should there be an option to test right after graduating?
6. If an applicant fails the exam the first time, what kind of access is there to prep courses?

Board agrees there should be a standard for licensure, but it should be equitable. The Board recommended that Board staff contact ASWB inviting them to attend the next Board meeting in December 2022.

The Board recommended that a statement be made from the Board informing the public that they are aware of their concerns and that the Board is interested in researching the issue further. The Board acknowledges the disparities and that it is unacceptable. The Board intends to look into the matter further to ensure there are equitable standards for licensure. Ms. Hoyle will draft a statement for final edits and review by the new Chair & Vice-Chair, Mr. Aguirre and Ms. Clancey.

#### NEXT MEETING DATES:

Ms. Hoyle announced that the next Regulatory Committee Meeting is scheduled for Thursday, December 8, 2022 and the next Board meeting is scheduled for Friday,

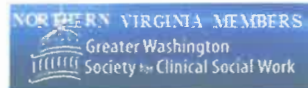
December 9, 2022.

**ADJOURNMENT:**

Ms. Hoyle adjourned the September 23, 2022 Board meeting at 1:28 p.m.



AND



Virginia Society for Clinical Social Workers  
1261 Abingdon Rd  
North Chesterfield VA 23236

And

Greater Washington Society for Clinical Social Work  
711 Garrisonville Rd  
Garrisonville, VA 22463

**PUBLIC COMMENT**  
**September 23, 2022**  
**Joseph G. Lynch LCSW**  
**Legislative Vice President VSCSW**

The Virginia Society for Clinical Social Workers (VSCSW) and the Northern Virginia members of the Greater Washington Society for Clinical Social Work (GWSCSW) appreciate the opportunity to make public comment to the Virginia Board of Social Work this morning. I would like to briefly comment on three items that are contained in your agenda packet for today’s Board meeting.

- 1. The item that I want to comment on first is a copy of my July 9, 2022 letter to the Board concerning a request for an administrative change in the Board-Approved Supervisor Registry.**

I think the professional associations and the VBSW are both interested in finding ways to streamline the process for MSWs that are interested in pursuing the LCSW license to quickly find Board-Approved supervisors for their required supervised experience. I wrote a letter to the Board previously suggesting that we follow the model of the Board of Medicine that has a “Doctor’s Profile” page only to learn that they had a statute that permitted them to do that. So, I kept on pondering some other solution to get the supervisor’s contact information to the MSWs that needed it. When I reviewed the minutes from several of your Board meetings, I realized that the Board-Approved Supervisor Registry was an administrative tool that staff developed at the request of the Board and that a supervisor’s name appearing on the registry was totally voluntary. I thought we could then easily modify the application and ask the supervisor if they wanted to voluntarily place some contact information on the Registry (mockup of revised form).

Apparently I was not the only person who thought this was a good idea because I learned that the Virginia Health Care Foundation (that is one of two groups that are offering MSWs grants to pay for two years of supervision) had made a request to the DHP for the Department to email a survey to the Board-Approved Supervisors and one question on the survey was getting permission to put some contact information on their website for MSWs to more quickly find supervisors (I have attached a copy of the 114 supervisors that gave permission- the list of Board approved supervisors that I received via a Virginia FOIA request in June had 429 names on it so 27% of the total names on the list). I think that is an indication that the idea of contact information being voluntarily added to the registry can work and we would encourage the Board and staff to keep looking at ways to implement some mechanism to get the Registry to be more user friendly by adding the option for contact information.

- 2. The second item from your agenda that I want to comment on is the *DHP Healthcare Workforce Data Center report on Virginia’s Licensed Master’s Social Workers Survey: 2022* .**

I am not sure, but I think this is the first time that the Data Center creating a report on the LMSWs. Some of the Board members and the staff may remember that when the Board voted in May 2017 to

take the LSW license and divide it into the LMSW and LBSW licenses I sent a survey to the 846 LSWs to find out information about them and the impact of dividing the LSW. At that time, we really did not know very much about this group of licensees. As I read the Data Center's report, I was very glad to see that their findings were very similar to my 2017 study. For example:

METRIC MEASURED		RESULTS OF DHP Healthcare Workforce Data Center report on Virginia's Licensed Master's Social Workers Survey: 2022 .			RESULTS OF VSCSW STUDY OF LSWs OCTOBER 2017				
1	TYPE OF SOCIAL WORK PRACTICE	1	Clinical	Clinical work role= 60% time clinical	Non-Clinical-Admin	1	Clinical	Mix of Clinical and Non-Clinical	Non-Clinical
			50%	38%	20%		39%	51%	10%
			88%			90%			
2	LIVE IN METRO AREA	2	90%			2	73%		
3	LIVE IN NOVA	3	33%			3	59%		
86% of LMSWs who are supervised at work have a supervisor who is a LCSW									
Two out of every five LMSWs pursued a LMSW in the belief that it was a prerequisite for licensure as a CSW.									
Nearly three-quarters of all LMSWs are employed at an agency					55% work in an exempt setting				

DHP QUARTERLY REPORT 4 <sup>TH</sup> QTR FY ENDING JUNE 30,2022		
LBSW	29	3%
LMSW	828	97%
TOTAL	857	100%

RESULTS OF VSCSW STUDY OF LSWs OCTOBER 2017		
BSW	5	5%
MSW	102	95%
TOTAL		100%

**3. The third item from your agenda that I want to comment on is the Discussion of Association of Social Work Boards (ASWB) Examination Data**

The entire social work professional community is disturbed by the ASWB report *2022 ASWB Exam Pass Rate Analysis* that shows a long history of alarming disparities in pass rates of Virginia Black, Indigenous, and people of color (BIPOC) first time test takers of the ASWB Clinical Exam.

As I pondered this social injustice, I had to admit to myself that I have known for more than 20 years that this disparity in the pass rate of based on race existed here in Virginia. The Higher Education Act of 1965 defines Historically Black Colleges and Universities (HBCU) as any accredited college or university that was established prior to 1964, whose principal mission was, and is, the education of black Americans. (HBCUs) provided an enrollment option for African American students who were excluded from enrolling in other colleges prior to the end of segregated education in the 1960s. NSU is one of 4 HBCU's in Virginia and the only one with an MSW program

ASWB had the information on the pass rate of the 4 Virginia MSW programs when I served on this Board from 1987 to 1997. I was chair of this board twice. One of the attorneys for this Board told me "If you ask ASWB to tell you the pass rates of first-time test takers from the 4 MSW programs in Virginia, then if



anyone ask to see that information, it is public information, and you must make it available to them. I never had the courage to ask ASWB for the information.

I believe it was when David Boehm was chair of this Board, he asked ASWB for the information and he made sure it was on the Board's website and available to the public. I have made public comment to this Board on many occasions. I have been down at the General Assembly many times advocating for legislation that concerned social workers. And for more than 20 years I kept track of the pass-rates of the 4 MSW programs in Virginia. But I did not take any actions to help make our licensing process be more equitable to the Black MSWs and other people of color who were trying to get licensed as an LCSW in Virginia.

I don't want any member of this Board today, to look back like I have had to do, and admit that you did not do the right thing when you had the opportunity to do so. I encourage VBSW delegates to ASWB to go to the next ASWB meeting with a respectful but determined voice of righteous indignation and demand that ASWB take swift corrective actions to address the discrepancies for Black, Indigenous, and people of color (BIPOC) first time test takers of the ASWB Clinical Exam.

Submitted by: Joseph G. Lynch LCSW

**ATTACHMENTS:**

1. Mockup of revised Board-Approved Supervisor Registry application.
2. Virginia Health Care Foundation -Board Approved Supervisor list with contact information (modified)
3. LSW Study 2017
4. Pass/Fail rate of the 4 Virginia MSW programs from 2000 to 2021.



### APPLICATION TO BE A BOARD-APPROVED SUPERVISOR

**Important Notice:**

A fee is not required for this application process. You must complete the application in full, which includes submitting the required documentation at the same time you submit your application. This makes your application complete. Staff only reviews full and complete applications packets within the required timeline. The process is much easier, faster, and efficient if you submit a complete application at the outset. To remain on the registry, you must maintain an active, unrestricted LCSW license with the Board and your training must be current (within the last five years).

This application allows the Board to review and approve your credentials to provide supervision. Supervision may not begin until the Board approves your supervisee to begin supervision.

This form and your continuing education certificate(s) in supervision training should be emailed to the Board at [swdocs@dhp.virginia.gov](mailto:swdocs@dhp.virginia.gov).

**CURRENT INFORMATION**

Last Name:	First Name:	Middle/Maiden Name:	Suffix:
Date of Birth: (MM/DD/YYYY)		Last 4 digits of Social Security Number:	
_____ / _____ / _____		XXX-XX-_____	
Email Address:			
Social Work License Number:			
_____			

**Please answer the below questions:**

I hold an active, unrestricted license as a Virginia LCSW and have at least two years of post-licensure clinical social work experience.	Yes	No
I have included evidence that I have <u>supervision</u> , consisting of a 3 credit-continuing education in supervision of 18VAC140-20-105.	Yes	No
I acknowledge that the professional to be supervised has given their consent to supervision prior to the applicant submitting their application.	Yes	No
I authorize the Board to publish my public information on the Social Work Supervisory Registry.	Yes	No

Below is a mock-up of the application for Board-Approved Supervisor Registry form to include the option for supervisor to consent to providing some contact information.



**OPTIONAL INFORMATION:** You MAY give permission for the VBSW to publish your work phone number, your work email and/or your work mailing address. This is NOT required but is allowed. If you give your permission check "YES". If you do not give your permission, then check "NO"

Yes <input type="checkbox"/>	No <input type="checkbox"/>
<b>WORK PHONE NUMBER</b>	<b>WORK EMAIL ADDRESS</b>
_____	_____
<b>WORK MAILING ADDRESS</b>	
_____	

My signature acknowledges that I understand the qualifications and responsibilities of a Board approved supervisor as listed in 18VAC140-20-50B and C and attest that the information contained within the application is true and accurate to the best of my knowledge and belief.

\_\_\_\_\_  
Signature of Licensee

\_\_\_\_\_  
Date

Last Name	First Name	Practice Locality - Primary	Supervision Method (F2F/Virtual/Both)	Individual/Group Supervision	Phone Number	Phone Number	Email Address
Bailey	Elizabeth	Fairfax	Virtually only	Individual Only	404-964-7598	404-964-7598	<a href="mailto:Embaileyjpc@gmail.com">Embaileyjpc@gmail.com</a>
Baumgardt	Gayla	Williamsburg	Both	Both	757-234-2409	(757) 234-2409	<a href="mailto:gayladarnell@gmail.com">gayladarnell@gmail.com</a>
Becker	Catherine	Richmond	Both	Both	703-987-5517	(703) 987-5517	<a href="mailto:cathy@tailoredcounseling.com">cathy@tailoredcounseling.com</a>
Bermingham	Sarah	Fairfax	Both	Both	703-581-2390	(703) 581-2390	<a href="mailto:shbermingham@hotmail.com">shbermingham@hotmail.com</a>
Bolden	LaTonya	Roanoke-City	Both	Individual Only	540-520-4780	540-520-4780	<a href="mailto:LBoldenLCSW@gmail.com">LBoldenLCSW@gmail.com</a>
Bowman	Teressa	Prince William	Virtually only	Both	571-210-0268	(571) 210-0268	<a href="mailto:Therapywithms.bowman@gmail.com">Therapywithms.bowman@gmail.com</a>
Brown	Devann	Franklin County	Both	Individual Only	540-682-6493	(540) 682-6493	<a href="mailto:Shea.brown@franklincountycounseling.com">Shea.brown@franklincountycounseling.com</a>
Bryan	Talia	Alexandria	Both	Both	757-358-1771	(757) 358-1771	
Burlar	Sarah	Fredericksburg	Both	Individual Only	540-834-8296	(540) 834-8296	<a href="mailto:admin@confidentialcounseling.care">admin@confidentialcounseling.care</a>
Burney	Richelle	Norfolk	Both	Both	757-332-1065	(757) 332-1065	<a href="mailto:richelleburney@gmail.com">richelleburney@gmail.com</a>
Camejo	Jenine	Winchester	Both	Both		30561:4702	<a href="mailto:Jenine@wcmhc.com">Jenine@wcmhc.com</a>
Carle	Carol	Arlington	Both	Individual Only	646-425-8890	(646) 425-8890	<a href="mailto:carolcarle225@gmail.com">carolcarle225@gmail.com</a>
Carson	Danielle	Gloucester	Both	Both	757-870-7763	(757) 870-7763	<a href="mailto:Familyofchoiceva@gmail.com">Familyofchoiceva@gmail.com</a>
Carty	Kristen	Albemarle	Virtually only	Individual Only	917-406-5832	917-406-5832	<a href="mailto:Kdanas@gmail.com">Kdanas@gmail.com</a>
Cephas	Joan	Stafford	Both	Both	540-850-8189	540-850-8189	<a href="mailto:dr.joancephas@gmail.com">dr.joancephas@gmail.com</a>
Chhetri	Srijana	Harrisonburg	Both	Individual Only	540-830-3070	(540) 830-3070	<a href="mailto:laurelcounselingllc@gmail.com">laurelcounselingllc@gmail.com</a>
Cook	Kimberly	Prince William	Virtually only	Both	877-358-2998	877-358-2998	<a href="mailto:kcook@eluccc.org">kcook@eluccc.org</a>
Darby	Barbara	Prince William	Both	Both	910-224-7512	910-224-7512	<a href="mailto:bdarby@barbaradarbyjpc.com">bdarby@barbaradarbyjpc.com</a>
Davis	Nikkimah	Prince William	Virtually only	Both	571 229-7334	571 229-7334	<a href="mailto:info@saferoutescounseling.com">info@saferoutescounseling.com</a>
Davis	Trina	Richmond-City	Virtually only	Both	804-901-6928	804-901-6928	<a href="mailto:trina.b.davis@gmail.com">trina.b.davis@gmail.com</a>
Dianas-Hughes	Noel	Augusta	Both	Both	540-255-6902	540-255-6902	<a href="mailto:ndianashughes@gmail.com">ndianashughes@gmail.com</a>
Dorman	Paula	Manassas	Virtually only	Individual Only	571-438-3498	(571) 438-3498	<a href="mailto:pdorman3@gmail.com">pdorman3@gmail.com</a>
Dziewulski	Heather	Loudoun	Both	Both	571-498-0109	571-498-0109	<a href="mailto:Heather@resilience-network.net">Heather@resilience-network.net</a>
Eberz	Jasen	Norfolk	Both	Both	757-500-0550	757-500-0550	<a href="mailto:jaseneberz.lcsw@icloud.com">jaseneberz.lcsw@icloud.com</a>
Edwards	La'Toya	Norfolk	Both	Both	757-303-1795	757-303-1795	<a href="mailto:info@latoyaedwardslcsw.com">info@latoyaedwardslcsw.com</a>
Edwards	Mary	Bedford	Both	Both	434-528-1115	(434) 528-1115	<a href="mailto:mlindaedwards@aol.com">mlindaedwards@aol.com</a>







Thank you for the opportunity to make comments regarding the ASWB data and report. I am Deb Riggs, the Executive Director of NASW VA Chapter representing thousands of professional social workers in the Commonwealth, of the NASW members. As you know, NASW is the largest professional association for social workers in the nation and works on behalf of our professionals and the clients we serve. As we are all experiencing, the entire social work professional community is extremely disturbed and concerned by the recent report and data: the 2022 *ASWB Exam Pass Rate Analysis*. *This analysis* is reflective of a long history of alarming disparities in pass rates of Black, Indigenous, people of color (BIPOC) and those “aging” who are first time test takers of the ASWB Exam.

There are social workers across our nation calling for the elimination of the ASWB examination. While the intensity of emotion is justified there is also a need for caution to protect the ability of the 9,000 plus Virginia licensees’ that depend on their license to earn a living. As well, it is vital that we be able to support our clients by removing obstacles to licensing. We all want solutions to this problem, but we ask that the baby is not thrown out with the bath water. There are too many variables and unanswered questions, which must have intentional study, research, and deliberation before making any conclusions and solutions that will impact the communities, clients and professionals that are served.

I do want to mention that as of today, I know of three states that do not require an MSW exam and five more that are moving quickly to waive the exam for the BSW and MSW license. I also acknowledge that all our colleagues have different rules and laws governing practice.

NASW chapters and perspectives have different ideas, suggestions, and recommendations depending on the will of their constituencies. Although yes, there are trends to remove the exam, I am requesting that all stakeholders from each collaborating organization in our State, including NASWVA, Deans and Directors/CSWE, ABSW, VSCSW, the Association of BSW faculty, and others to join to work on/research and study possible and alternative options regarding the ASWB exams. We must do what’s best for our constituents and get their input.

In closing, I want to mention one more thing; Our national NASW position as it relates to the intended compact, is not to support the ASWB exam, and remove that language from the draft. This could be one solution to alternative ways in which one can be licensed utilizing another option like some other health professions, who have more than one exam option

I look forward to collaborating with you soon, and having input into these serious decisions before us

Respectfully Submitted,  
Debra A Riggs, CAE  
Executive Director, NASWVA



**Virginia Board of Social Work  
Full Board Meeting Minutes  
Friday, June 3, 2022 at 10:00 a.m.  
9960 Mayland Drive, Henrico, VA 23233  
Board Room 4**

- PRESIDING OFFICER:** Dolores Paulson, PhD, LCSW, Chair
- BOARD MEMBERS PRESENT:** Canek Aguirre, Citizen Member  
Eboni Bugg, MSW, LCSW  
Gloria Manns, MSW, LCSW (*arrived at 10:18am*)  
Maria Eugenia Del Villar, MSW, LCSW  
Michael Hayter, MSW, LCSW, CSAC  
Teresa Reynolds, MSW, LCSW
- BOARD MEMBERS PRESENT:** Angelia Allen, Citizen Member  
Jamie Clancey, MSW, LCSW
- BOARD STAFF PRESENT:** Charlotte Lenart, Deputy Executive Director- Licensing  
Jaime Hoyle, JD, Executive Director  
Jennifer Lang, Deputy Executive Director- Discipline  
Latasha Austin, Licensing & Operations Manager  
Leoni Wells, Executive Assistant  
Sharniece Vaughan, Licensing Specialist
- DHP STAFF PRESENT:** David E. Brown, D.C., Director, Department of Health Professions  
Erin Barrett, Senior Policy Analyst, Department of Health Professions
- BOARD COUNSEL PRESENT:** James Rutkowski, Assistant Attorney General
- CALL TO ORDER:** Dr. Paulson called the board meeting to order at 10:02 a.m.
- ROLL CALL/ESTABLISHMENT OF A QUORUM:** Dr. Paulson requested a roll call. Ms. Austin announced that with six (6) members of the Board present at roll call; therefore, a quorum was established.
- MISSION STATEMENT:** Ms. Hoyle read the mission statement of the Department of Health Professions, which was also the mission statement of the Board.
- ADOPTION OF AGENDA:** **Motion:** Mr. Aguirre made a motion, which Ms. Reynolds properly seconded, to adopt the agenda with an addition for nominations from the Nomination Committee. The motion passed unanimously.
- PUBLIC COMMENT:** No public comment.
- APPROVAL OF MINUTES:** The Board approved the meeting minutes from the Board Meeting held on March 4, 2022 as presented.
- AGENCY DIRECTOR REPORT:** Dr. David Brown started his report with congratulating Dr. Paulson for her service and commitment to the Board.



Dr. Brown reported that the Governor's office is still in transition, but he is hopeful that he will be reappointed for another term.

Dr. Brown stated that the Board of Social Work in particular has worked very hard to make sure regulations are not too burdensome and to reduce barriers for licensure. If anyone has any suggestions to help better the workforce let Ms. Hoyle know so she can inform him.

#### **BOARD CHAIR REPORT:**

Dr. Paulson congratulated Mr. Hayter for being appointed to Board of Health Professions. Dr. Paulson expressed what an honor it has been to serve on the Board.

#### **LEGISLATION & REGULATORY ACTIONS:**

##### **Legislation Update**

Ms. Barrett went in detail and discussed each of the bills on the Report of the 2022 General Assembly with the Board. A copy of the report was provided with the agenda packet.

##### **Chart of Regulatory Actions**

Ms. Barrett discussed the chart of regulatory actions. A copy of the current actions was provided in the agenda packet

#### **COMMITTEE REPORT:**

Ms. Del Villar reported that the Regulatory Committee met yesterday and brought forth the following recommendations to the Board:

##### **Changes to endorsement and reinstatement; standards of practice**

**Recommendation:** The Committee reviewed and discussed the proposed action for changes to endorsement, reinstatement and standards of practice. The Committee recommends that the Board adopt the proposed changes as final action.

**Motion:** Mr. Aguirre made a motion, which Ms. Reynolds properly seconded, to adopt the proposed changes as a final action. The motion passed unanimously.

##### **Reduction in CE hours for continuation of approval to be a supervisor**

**Recommendation:** The Committee reviewed and discussed the proposed action for a reduction in CE hours for continuation of approval to be a supervisor. The Committee recommends that the Board adopt the proposed changes as a final action.

**Motion:** Ms. Reynolds made a motion, which Ms. Bugg properly seconded, to adopt the proposed changes as a final action. The motion passed unanimously.

##### **Consideration of amendments to Guidance Documents**

Guidance Document 140-7, Bylaws

**Recommendation 3:** The Committee reviewed and discussed Guidance Document 140-7, The Virginia Board of Social Work Bylaws. The Committee recommends

that the Board reaffirm the Guidance Document with the suggested changes and the following additional amendment to ARTICLE II (A) (1)

**A. Membership**

1. The Board shall consist of nine (9) members, appointed by the Governor pursuant to Va. Code § 54.1-3703 as follows:

a. Seven (7) shall be licensed social workers in Virginia, who have been in active practice of social work for at least five (5) years prior to appointment; and,

b. Two (2) shall be citizen members.

**Motion:** Ms. Bugg made a motion, which Ms. Reynolds properly seconded, to reaffirm the Guidance Document with the suggested changes and the additional amendment to ARTICLE II (A)(1). The motion passed with two opposed.

**Consideration for Guidance Document 140-10, Supervised Experience for Clinical Social Work Licensure**

**Recommendation:** The Committee reviewed and discussed Guidance Document 140-10, Supervised Experience for Clinical Social Work Licensure. The Committee recommends that the Board repeal the Guidance Document as it is no longer needed or necessary as the information in the document is covered in the Regulations. The Guidance Document became effective in 2010 and regulations have changed since then.

**Motion:** Ms. del Villar made a motion, which Ms. Reynolds properly seconded, to repeal the Guidance Document as it is no longer needed or necessary as the information in the document is covered in the Regulations. The motion passed unanimously.

**Decision regarding periodic review results and consideration of regulatory action following Periodic review.**

**Recommendation:** The Committee reviewed and discussed the Regulations Governing the Practice of Social Work [18 VAC140-20]. The Committee recommends that the Board retain Chapter 20 and amend it. The Committee further recommends that a Notice of Regulatory Action be drafted following the periodic review defining terms, professional conduct and other clean up as necessary.

**Motion:** Mr. Aguirre made a motion, which Ms. del Villar properly seconded, to retain Chapter 20 and amend it and for a Notice of Regulatory Action be drafted following the periodic review defining terms, professional conduct and other clean up as necessary. The motion passed unanimously.

The Board took a break at 11:02 am. The meeting reconvene at 11:13am.

**Nomination Committee Report:**

The nomination committee recommends the following candidates for Chair and Vice Chair for the Board:

Chair: Mr. Canek Aguirre

Vice-Chair: Mr. Michael Hayter

**Motion:** Ms. Manns made a motion, which was properly seconded, for Mr. Aguirre and Mr. Hayter to be presented as slate of candidates to be voted on at the next

Board meeting scheduled in September 2022.

### **Board of Health Professions – Michael Hayter, LCSW, CSAC**

Mr. Hayter reported on the March 29, 2022 meeting of the Board of Health Professions. A copy of the report given was included in the agenda packet.

#### **EXECUTIVE DIRECTOR'S REPORT:**

Ms. Hoyle reported on the budget for the Board. A copy of the financial report given was included in the agenda packet.

Ms. Hoyle remains on the Finance Committee for ASWB and the last meeting was held in April.

Ms. Hoyle reported that her staff has been productive and has been diligently working. Ms. Hoyle remains pleased with the diligence and dedication from staff.

Ms. Hoyle reported that the Compact meeting is quickly approaching and she will have an update after the Compact meeting take place.

Ms. Hoyle thanked and recognized Dr. Paulson and Ms. del Villar, for their dedication and commitment to the Board. Ms. Hoyle reported that both Dr. Paulson and Ms. del Villar second terms were expiring and their leadership would be missed.

#### **DISCIPLINE REPORT:**

Ms. Lang reported on the disciplinary statistics for the Board of Social Work from February 17, 2022– May 13, 2022. A copy of the report given was included in the agenda packet. Ms. Lang added that Ms. Reynolds and Ms. Bugg have both volunteered to take over the special conference committee. She thanked Dr. Paulson and Ms. del Villar who are rotating off the Board who have served for the past 4 years.

#### **BOARD OFFICE REPORT:**

Ms. Lenart reported on the licensure statistics for the Board from December 2021-April 2022 and the satisfaction survey results. A copy of the report given was included in the agenda packet. Ms. Lenart also discussed new technology that will be used to notify applicants about the status of their application. Ms. Lenart stated that information about temporary licensure and continuity of care were available on the website.

#### **NEXT MEETING DATES:**

Dr. Paulson announced that the next Regulatory Committee Meeting is scheduled for Thursday, September 22, 2022 and the next Board meeting is scheduled for Friday, September 23, 2022.

#### **ADJOURNMENT:**

Dr. Paulson adjourned the June 3, 2022 Board meeting at 11:45 am.

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Dolores Paulson, PhD, LCSW, Chair

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Jaime Hoyle, JD, Executive Director