



**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.