

# The South Carolina Board of Social Work Examiners

A U G U S T 1 9 9 9

## ...From the Board President

Jane A. Anker, LISW

Again, statute revision was a major focus for the Board. The Legislative Advisory Committee, which included representation from the Board, SCNASW, S.C. Society for Clinical Social Work and the public, finally reached agreement at what was thought to be the eleventh hour but, in fact, was the twelfth hour. When the agreement was reached, it was too late for LLR to carry forward a revision proposal for the 1999 legislative session.

At that point, the SCNASW representatives stated that SCNASW would move ahead on its own to submit a proposal to the legislature. However, soon after that the SCNASW Board rejected the proposal their representatives to the Legislative Advisory Committee had endorsed. Later, SCNASW reportedly decided it could support the agreement reached, but no action has been taken by SCNASW.

At this point, the South Carolina Board of Social Work Examiners and LLR have no plans to submit a proposal for the year 2000 legislative session, and it is not anticipated that the professional associations will proceed.

The S.C. Board of Social Work Examiners (SCBSWE) believes statute revision as was proposed would better protect the public, the Board's primary function. However, statute revision would, it seems, equally serve the social work profession in South Carolina. While other health-related boards have been revising their statutes, social work may be losing ground by not clarifying the social work scope of practice at each level of

See *President* on page 5

## This Year in Review

### Message from Administrator Patti Glenn

There have been many changes this year within the S.C. Department of Labor, Licensing and Regulation which affect the Social Work Board.

(1) Rita M. McKinney was appointed by Governor Jim Hodges as Director of the S.C. Department of Labor, Licensing and Regulation. McKinney, an attorney from Greenville, practiced in the area of civil litigation with the McNair Law Firm. She replaces Lewis F. Gossett, who resigned January 5, 1999. Although she has only been here a short time, she has already made many positive changes which have been good for LLR and the Social Work Board.

(2) The LLR division of which we are a part, the Health Related Boards Division, {made up of Boards from Speech-Language/Audiologists; Veterinarians; Chiropractors, Licensed Professional Counselors, Marriage and Family Therapists, & Psycho-Educational Specialists; Optometrists; Opticians; Physical Therapists; Occupational Therapists; Psychologists; and Social Workers} has begun the switchover to a new in-house data system. All data on licensees within our division will be stored in-house, and we will no longer use the computer services of S.C. Department of Research and Statistics. This is part of a fantastic new computer system which will maintain all professional licensing data within LLR. It should save us much more time and make us more efficient.

(3) Just when you thought you had the renewal process down pat, we have something new. The Health Related Boards Division has gone to a universal renewal form for all of the boards. The new form will be computer generated (in-house) on one page. It will be generic to all boards in many aspects but will also have certain parts unique only to the Social Work Board.

**Mail your annual renewal form early!** Since we are still working out the kinks with our new computer system, it may take three to four weeks longer to process your annual renewal form; print and mail your license card; and verify your license status to your employer and/or insurance companies. Renewal forms will be mailed out to all licensees on the 1st of October. In order to avoid a delay in processing, staff asks that you complete your renewal and mail it back as soon as possible. If you wait until the middle of December to return your renewal, it may take three to four weeks before you receive your license card. It may take even longer to verify your license status to your employer and/or insurance companies.

## Examination Question Writers Sought

The American Association of State Social Work Boards (AASSWB) is seeking licensed social workers who are interested in writing questions for the national social work examinations.

Writers are contracted for a year and are paid a stipend. They attend training, with expenses paid by the association, and work by phone and mail with editors to produce questions. To be part of the program for 2000, writers must be available for training in Virginia.

Letters of interest and resumes may be sent to AASSWB, 400 South Ridge Parkway, Suite B, Culpepper, VA 22701, attn: Item Program.

For information, contact Kathleen Hoffman, at (800) 225-6880, Ext. 3006.

# Disciplinary Actions

During the 1998-1999 fiscal year (beginning July 1, 1998), the Board of Social Work investigated 16 new complaints against licensees and one new complaint against an unlicensed person misrepresenting himself as a social worker.

The results of those investigations are as follows:

- Six complaints were dismissed after full investigations because there were no violations of Chapter 63, Code of Laws or the Code of Professional Conduct.
- One complaint was dismissed with a "Letter of Concern" addressing the social worker's interview techniques with minor children. After reviewing a taped interview with the social worker and a child/patient, the Board concluded that the questioning of the child in the interview was too direct, misleading and inappropriate. The Board recommended that the social worker follow APA Custody Guidelines in conducting counseling sessions and interviews of this nature with minor children involved in alleged molestation cases.
- One complaint was dismissed with a Letter of Concern" addressing the social worker's unprofessional use of his/her credentials as a social worker in an affidavit for the court. The Board concluded that the social worker used her/his credentials in signing an affidavit which gave the appearance of a formal assessment and recommendation of the parenting skills of the individuals involved in the suit without making a full evaluation of both parties and/or providing a full background assessment. The Board found this to be improper. The Board also noted the appearance of a family friendship between the social worker and one of the individuals involved in the custody case, and the Board concluded the social worker should have declined the assessment and recommended a referral to another impartial social worker.
- The Board approved a Private Consent Order" on March 15, 1999. The social worker must present the Board with results of a psychiatric examination from a psychiatrist approved by the Board determining his/her mental fitness to practice social work. The social worker

must submit a letter, within 30 days, from a mental health professional verifying participation in mental health counseling. Failure to comply will result in automatic suspension of the social worker's license to practice social work in South Carolina.

- The Board approved an "Agreement to Voluntarily Surrender" the social work license of Sharon Stricker, LISW, on March 3, 1999. Stricker consented to cease active practice of social work in South Carolina pending a hearing. Prior to reinstatement of license, Stricker must submit psychiatric examination results from a psychiatrist approved by the Board to determine her fitness to practice social work with a reasonable degree of skills and safety. Within 30 days of this agreement, Stricker must provide the Board a letter from an appropriate mental health professional verifying that she is in on-going mental health counseling.
- One complaint is on-going and scheduled for a hearing.
- Five other complaints are on-going and in the process of investigation by the Board Investigator Larry Atkins.
- The Board issued a "Cease and Desist Letter" to one unlicensed social worker.

## **Six investigations from fiscal year 1997-1998 resulted in the following:**

- Three complaints were dismissed after full investigations because there were no violations of Chapter 63, Code of Laws, or the Code of Professional Conduct.
- The Board issued a "Cease and Desist Letter" to one unlicensed social worker.
- The Board approved two Private Consent Orders on November 16, 1998. The social workers were each issued a "Private Reprimand" for omitting a material fact in a letter provided in support of an application submitted for approval of a supervision contract. The social workers did not disclose the existence of a spousal relationship between supervisee and supervisor.

- As a result of a hearing held November 16, 1998, Joel P. Hamby was publicly reprimanded, and since he allowed his social work license to lapse, the Board could not impose further sanctions; however, if he reappplies for licensure; his application will be denied, and he will be unable to obtain a social work license in South Carolina.

Hamby was found to have engaged in a sexual relationship with a patient who suffered from alcohol problems, to have exploited his professional relationship with the former patient and to have engaged in professional misconduct.

## **One investigation from fiscal year 1995-96 resulted in the following:**

- The Board approved a "Consent Order" on October 2, 1998. Karen Zimmerman's license to practice social work was placed in a probationary status indefinitely subject to Zimmerman's compliance with the following conditions:
  1. Refrain from any evaluations or professional testimony in court or otherwise involving suspected sexual abuse, harassment or molestation of any one under age 18. Agree to apply APA techniques relating to interviewing minor children involved in custody or abuse matters.
  2. Complete six hours of approved doctoral courses in ethics at the University of South Carolina and 12 additional hours of approved graduate course work with a grade of "B" or above.
  3. Pay \$5,000 in fines.The "Consent Order" was issued based on the following "Findings of Fact":

Zimmerman employed improper techniques in conducting an interview of a child in such a manner, determined by the Board, to lack the professional competency to practice social work. Zimmerman is depicted on a video tape involved in unprofessional activities and using inappropriate interview techniques. Allegations were received asserting Zimmerman misrepresented the status of her license under oath. Although Zimmerman did not admit to the allegations, she did agree to the "Consent Order" in lieu of a hearing.

# Complaint Investigations

Larry Atkins, Sr., Investigator for SC Dept. of Labor, Licensing & Regulation

Investigations are fact-finding activities, which include interviews with the complainant and witnesses. It also includes locating documents and other investigative materials. The object of any investigation is to gather evidence. It is incumbent upon the investigator to have an objective/nonprejudicial approach to the investigation. The investigator should be familiar with the laws, rules, regulations and procedures relevant to complaint investigations.

Before the investigator initiates an investigation, there should be an investigative plan in place to keep the investigation on track. The "Five W's Test" helps the investigator plan what information is required and what to do at an interview or site visit:

- \_ "Who" is the complainant and the respondent in this matter?
- \_ "What" is alleged in the complaint?
- \_ "Where" did the alleged violation take place?
- \_ "When" did it happen?
- \_ "Why" did it happen?

Other questions that the investigator may be considering to guide the investigation, both initially and during the investigation process, are:

- \_ What regulations or laws have been violated?
- \_ What evidence is needed?
- \_ What sources of information are available?
- \_ Will subpoenas be required?
- \_ Does the respondent have a history of similar violations?

Once the investigator has answered the above questions and completed an investigative plan, the next step would be to interview the initial complainant. If new information is developed, the investigator should collect it in writing from the complainant. The investigator's next step would depend upon his/her approach to collecting information. He/she should collect all evidence as to the alleged violations and develop a plan of interviewing the respondent. The investigator should control the interview and deflect the respondent's attempts in asking questions about the complaint. A statement should be obtained from the respondent concerning the complaint.

The investigator should complete an assessment of all information developed during the investigation so that a thorough report can be made to the Complaint Review Committee.

## Renew Early-Late Fee Will Increase To \$50

Avoid \$50 late fee, delay in receiving license card and/or expiration of license.

For the 1999-2000 renewal year, the annual renewal form has been revised and condensed into one page; therefore, it will be very important for you to read the renewal, both front and back.

The renewal fee will remain at \$45. Beginning with this renewal period, a late fee of \$50 will be charged for all late renewals received postmarked from January 2 to February 1, 2000. If your completed renewal and renewal fee have not been received in the Board's office postmarked by February 1, 2000, your license will expire. There will be no exceptions!

Renewals will be mailed to all licensed social workers by October 1. If you have not received your renewal packet by November 1, contact the Board office immediately at (803) 896-4665 to request that a renewal be sent to you. It is your responsibility to notify the Board in writing of any change of address or name change. It is also your responsibility to notify the Board if you have **not** received your renewal.

The sooner you mail your renewal form back to the Board office, the sooner you will receive your wallet license card. Do not wait until the last minute to send your renewal form and expect your license card mailed to you by January 1. If your employer needs your new license card by January 1, you must complete your renewal and send it back early.

**Incomplete renewal forms will be returned and if not resubmitted by the deadline of Jan. 1, will result in a \$50 late fee charge..**

## Jane Anker Serves as Chair of AASSWB DARS

Within this newsletter are two reprints from the AASSWB Association News. The South Carolina Board of Social Work is a member of the American Association of State Social Work Boards. Jane Anker, LISW, Board chair, is currently serving as chairperson of AASSWB's Disciplinary and Regulatory Standards Committee (DARS.) That committee met on June 5, 1999, in Culpepper, Va., and will report to the Association's Fall Delegate Assembly in December 1999.

## Social Work Board Earns National Newsletter Award

The newsletter of the S.C. Board of Social Work Examiners was recently chosen by the American Association of State Social Work Boards as the best in the nation.

The award is presented annually to the state board whose newsletter is judged to be superior in design, content and overall quality. The newsletter is written by Board Administrator Patti Glenn. The design and editing is done by the Office of Public Information.

The Social Work Board received the honor at this year's Annual Delegate Assembly of the AASSWB in November. The Board was given a plaque, which reads, "For a Superior Newsletter in the interest of Professional Communications."

It is an honor for the Board, Board staff and Office of Public Information to be recognized nationally," Patti Glenn said. This shows you that what we do is appreciated and helpful to the social work profession.

# Exams Pass Readability Test

By Donna Deangelis, ACSW, LICSW • Executive Director

Reprinted from *AASSWB Association News*

The American Association of State Social Work Boards takes its responsibility to develop and maintain valid and reliable social work licensing examinations very seriously. We do so because the state licensing boards rely on these examinations as one way to determine whether a candidate for licensure has enough social work knowledge to meet the standard of minimal competence required to protect the public. At the same time, it is important that the examinations assess social work knowledge fairly, so that candidates who take the examinations - whose ability to practice and make a living at their chosen profession depends on passing the examination - are not disadvantaged in any way.

The AASSWB examinations are developed under guidelines from the American Psychological Association and the Fair Employment Opportunities Commission. The examinations are based on data from a job analysis survey conducted every five to seven years to keep the examinations current with the knowledge required for social work practice today. The examination construction process involves social work volunteers and paid item writers who reflect the gender, racial, ethnic, geographic, and practice area composition of the profession.

Because AASSWB is committed to having its examinations test social work knowledge, not unrelated factors, ACT, the association's testing contractor, conducted a readability study of the AASSWB exam program in 1998. This study analyzed our examinations using four readability formulas, and compared them to high school and social work textbooks, as well as other licensing and credentialing examinations. The following conclusions were reached:

- AASSWB exams reflect a 9th to 10th grade reading level.
- Each formula produced consistent results, reflecting minimal fluctuations in test form and category.

- Although more difficult to read than newspapers, 8th grade textbooks, and allied health exams, AASSWB licensure exams are easier to read than social work textbooks and 11th grade textbooks.
- Compared to medical exams, AASSWB exams are easier to read.
- The readability of AASSWB compares favorably to other mental health examinations.
- The readability of the sampled AASSWB examinations does not appear to pose an obstacle to the test performance of candidates for whom English is a second language.

These results show that the AASSWB examinations do not contain difficult vocabulary or complicated sentences. Of course technical terms related to social work practice do appear on the examinations, but candidates who have completed social work education programs should know these terms. Throughout the item development process, from item writer training to the editing done by our item consultants, and on through the AASSWB Examination Committee, simplicity and directness are among our most important guiding principles.

As I have said so often, all professional competency testing needs to be sensitive to issues of unfair discrimination of any kind. And because the social work profession in particular encourages members of diverse cultural backgrounds to become social work professionals, AASSWB needs to be doubly sensitive to these issues. This readability report helps to make AASSWB even more confident that candidates are passing its examinations because of social work knowledge - not because they speak English well, or have high-level reading abilities, or because they belong to a particular racial or ethnic group.

## AASSWB Test Results July 1, 1998 - June 30, 1999

### Basic Level

40 Pass  
31 Fail

### Intermediate Level

120 Pass  
33 Fail

### Clinical Level

43 Pass  
8 Fail

### Advanced Level

0 Pass  
0 Fail

## Continuing Education Documentation

All licensees must maintain for three years their own record and evidence of continuing education which they have completed. The Board will not maintain continuing education files for licensees. Documentation of completed individual continuing education sessions should be retained by the licensee, and the continuing education certificates should not be sent to the Board unless the licensee is notified by the Board that he/she has been selected for mandatory audit participation.

The Board conducts a random audit annually, at which time licensees must provide individual records and verification of completed continuing education documentation and certificates.

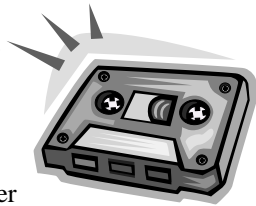


[www.llr.state.sc.us](http://www.llr.state.sc.us)

## Wish There Were Three of You?

Would it help if there was a convenient way to fulfill part of your continuing education requirements and to become a better social worker

at the same time? Educational audiotapes from the American Association of State Social Work Boards (AASSWB) give you good information on topics you need to know about - like cultural sensitivity, adoption, substance abuse - from highly regarded experts. It's the inexpensive and convenient way to learn, and AASSWB is an approved CE provider for South Carolina.



### Tapes available:



Culturally Sensitive Practice:  
Working With Hispanics



Social Work With Adoption,  
Family Recruitment and  
Services and Networks



When a Parent is a  
Substance Abuser

Cost is \$8 for one tape, \$15 for two and \$20 for all three.

To Order with Visa, MasterCard or Discover, call (800) 225-6880, Ext. 3010

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licensure.

In essence, statute revision is on hold until the professional associations come forward with the motivation and determination to support a statute revision proposal which serves the greater good. If this happens, it is our hope that a bill supported by the professional associations and the SCBSWE could be pre-filed for the 2001 legislative session.

# No Foxes Guarding the Hen House in Social Work

By Donna Deangelis, ACSW, LICSW • Executive Director

Reprinted from *AASSWB Association News*

## Adapted from the plenary address at the 1998 AASSWB Spring Education Conference

Social work is a profession unlike any other. What other profession is concerned with the worth of the individual and the individual's right to self determination? What other profession is concerned with alleviating individuals' pain and suffering and working for social justice? Social work is an important and diverse profession, and I am always proud to say that I am a social worker.

When we are identified with our profession, we can sometimes make assumptions that other social workers are "just like us." After all, we share the common values of this wonderful profession. However, to the veteran social worker and regulatory board member it comes as no surprise that not all social workers are competent or ethical. As of March 24, 1998, 48 states have reported to AASSWB's Disciplinary Action Reporting System 811 actions taken against 652 sanctioned social workers. This is why there is social work licensure - to protect the public by screening out incompetent and unethical social workers, and providing recourse to clients when a social worker is practicing incompetently or unethically. That is also why we have public members: to identify with the client and keep us honest and on-track. We cannot overestimate the importance of public members.

Not all individuals in the social work profession are motivated to "do good." Because social work is a growing profession, some students seek to become social workers for very practical reasons, like being able to get a job. Others are drawn to it because it places them in a position of authority or power. Or, they are avoiding the more exact scientific disciplines.

Social work does an excellent job of regulating itself. It should! After all, advocacy on behalf of our clients is not a strange concept; it is a core value and practice in the profession. Social work, and other health professions, have disciplinary reporting systems, like DARS, which record actions against licensees and report these actions to other states and the public. Still, effective regulation is not an easy job. In fact, other members of the social work community can make it even more challenging.

First, social work education does not do an adequate job of screening applicants to social work education programs. This may occur for a variety of reasons, not the least of which is institutional pressure to keep up enrollments. Once in a social work education program, students with questionable abilities are often not helped to find a more appropriate profession, and are allowed to graduate. Secondly, the professional community can be a less-than-perfect self-regulator. Supervisors are increasingly reluctant to give negative evaluations and references because of potential lawsuits.

These factors put a greater burden on licensing boards to screen out social workers who are potentially dangerous to the public.

## Board Gets New Computer System

Renew early or your license card and/or verification of your license status may be delayed. At LLR, the Social Work Board has switched to a new in-house computer system. Since we will be working out the kinks in our new system, we may be delayed sending your renewal card. To shorten this delay, return your renewal form early.

If you wait until the middle of December to return your renewal, it may take three to four weeks before you receive your license card. It may take longer to verify your license status to your employer and/or insurance companies.

# CLOSING A PRACTICE

Reprinted with permission by **Paul L. Doerring, Ph. D., Vice Chair, S.C. Psychology Board**, upon request by social workers in private practice

Considering the available literature, it appears reasonable to assume that few hard and fast rules exist as a guide to closing a clinical practice. What follows is information from the Practice Directorate of the American Psychological Association, input from several states, including the laws that govern psychology in South Carolina, plus questions and input from psychologists who are attempting to close their practice in a caring and ethical manner. While gathering information on this topic, it appears that the leading reasons for practice termination are relocation, death of the practitioner, retirement and frustration with managed care.

## **Closing a Practice:**

The first order of business should be the welfare of the patient/client, and strong consideration should be given to the lead time for informing the client of the practice closing, in order to effect an appropriate termination or referral. When therapy has been "intensive" and/or the patient is at great risk, an appropriate termination period may be weeks or even months. When a referral is warranted, consideration should be given to the personality match, skill and experience of the practitioner to be selected. It is therefore doubtful that a practice could be conveyed, in its entirety, to another professional or clinic. It is obvious that practitioners in a metropolitan setting are afforded greater options.

## **The Issue of Records**

The regulations of the South Carolina Board, which are based upon the national codes of ethics for psychologists, require retention of records for a period of not less than five years after the last date of service. SCRR 100-4(7)(b). That period is thus the minimum period for retention. There are other considerations. A psychologist may have contracts with third-party payers which set longer periods. Institutional records which include medical records covered by the South Carolina Physician Patient Records Act (SC Code Ann. §44-115-10 et seq.) must be maintained for at least 10 years for adult patients and 13 years for minors. The Physician Patient Records Act, while not controlling on psychologist's records, offers other guidance on issues such as fees for responding to requests for medical information involving more than making copies of existing documents.

## **Providing a Custodian and Record Repository**

A custodian is best chosen from one's own profession; however, fellow professionals are often less than anxious to take on this responsibility. Ultimately, the choice would be someone whom you know to be highly reliable and who will abide by the legal and ethical considerations involved. You can, of course, care for your own records. It would seem prudent for the practitioner to evolve a written policy, outlining procedure for the release of records and spelling out any financial considerations connected with the transfer of records. It is also his/her responsibility to include information regarding the physical location and security of these records.

## **Creating an Information Base for Clients Seeking their Records**

The first suggestion is to place an ad in the local newspaper simply stating termination of the practice along with an address. Former patients should also receive a letter similar to the news release. Finally, it is recommended that the state board be included in this notification and that it be placed in your permanent record.

## **Termination Due to Death**

The executor of the estate immediately becomes responsible for all records and should act promptly to secure them. Since no one can predict their own longevity, it seems prudent to provide written instructions to guide the executor regarding the records.

## **Liability Insurance**

Much has been written elsewhere concerning the continued necessity of insurance coverage for professional services, even after the practice has been terminated. In the event of a psychologist's death, the executor of the estate should seek legal counsel regarding continuing liability.

# Licensure Renewal Update

The annual license renewal for the past year, 1998, was completed Feb. 1, 1999. The assistance of licensed social workers was greatly appreciated, especially for keeping up with the required Annual Renewal Form and Report of Continuing Education and for keeping the Board office informed of address changes.

## **Update of License Renewal as of July, 1999**

There are 3897 licensed social workers in South Carolina. There are 1507 LBSWs, 1690 LMSWs and 700 LISWs.

Thanks for your cooperation with the annual renewal. Reminder: Please notify the Board in writing of address changes. You can do that fax or mail.

## **Application Report**

Inquiries regarding licensure in South Carolina have been received from about 1,500 persons during the 1998-99 fiscal year. Currently, there are 318 LBSW applicants, 264 LMSW applicants and 153 LISW pending applications on file.

## **1999 Board Members**

<b>Board Members Currently Serving:</b>	<b>Term Expires</b>
<b>Jane A. Anker, LISW, President</b> (803) 935-7828	11/27/02
<b>Debra N. Ellenburg, LMSW, Vice President</b> (864) 226-5054	11/27/98*
<b>Eralphia "Jimmy" Eckles, LBSW</b> (843) 664-2660	11/27/96*
<b>Ruth B. Herron, Public Member</b> (864) 878-4791	11/27/99
<b>John R. Kennedy, LMSW</b> (803) 737-5550	11/27/20
<b>Karen P. Rembert, LMSW</b> (843) 727-2118	11/27/02
<b>Vacancy, LBSW</b>	

\*Board members continue to serve until replaced

# Newly Licensed Social Workers July 1998 - July 1999

## LBSW

Jane E. Beth Accardi  
Virginia Wright Arthur  
Virginia Phillips Bartos  
Wendy Rose Bazen  
Albertha Green Bowman  
Cynthia L. Boykin  
Debra Denise Bradford  
Sherry C. Burnett  
Kelly Lee Callaway  
Edward Franklin Cape  
Elizabeth Shannon Carns  
Kimberly Ann Clark  
Margaret Joy Cranford  
Kristin Elizabeth Culpepper  
Leslie Karen Doolittle  
Rachel Cotton Dorst  
Jan Trippe Evans  
Pamela Brownlee Fox  
Emma Nadine Frost  
Rebecca Lynne Gillen  
Berta M. Goodman  
Tammy Louise Green  
Allison R. Hamilton  
Angie Larissa Harvin  
Angela R. Currell Horner  
Katherine Grace Knox  
Katherine H. Leith  
Charlene Powell Lopes  
Katherine Martha McClure  
April Leigh McCraw  
Sherri K. Meadows  
Stephanie K. Neeley  
Monique Andrena Nobles  
Janice Timmons Norris  
Patricia K. Olson  
Melanie Elizabeth Ort  
Linda Gale Renner  
Tracey McCollum Sims  
Joan M. Smith  
James Arthur Squirewell  
Stacey Lynn Stoll  
Elaine Chavez Swain  
Susan Ruthe Toye  
Shannon R. Walters  
Leanne C. Wilkes  
Kandise Paige Wyatt  
Theresa L. Zurilla

## LMSW

Nicole L. Anderson  
Michele Arroyo  
Linda M. Ashley  
M. Genevieve Malone Atkinson  
Marsha L. Baker  
Debra H. Baylor  
LaSonya Vashion Beaufort  
Carolyn D. Bishop-McLeod  
Angela Anne Blanco  
Robert Wardyn Bradford  
Sharon J. Boyer  
Kim Yvonne Brown  
Robert C. Brown  
Rosanne Yvetta Brown  
Sharon Denise Brown  
Elizabeth Lee Buckles  
David W. Bundy  
James J. Canfield  
Cheryl L. Clayton  
Pamela Christine Claxton

Sherree Louise Colvin  
Jill Marie Corrigan  
Christina White Corry  
Christine E. Crawford  
Bailey E. W. Creech  
Cynthia Wood Curtis  
Carol A. Davis  
Whitney DeMarlo  
Cynthia Denise Dickey  
Phil H. Dunn  
Anna Jewel Duvall  
Debra L. Easley  
Stacey L. Edmond-Tyler  
Sarah Jean Edwards  
Laura Budd Ellington  
Carolyn Killian Evans  
Mary Ann H. Ferguson  
Susan Fitzpatrick  
Rubena Way Fogle  
Thomas E. Foley, Jr.  
Denise Frampton-Pearsall  
Kathryn Jayne Stevenson-  
Funderburke  
Marybeth Galy  
Jean C. Garland  
Susan Carole Gentry  
Stephen Todd Gomez  
Martha Stewart Davis Goodman  
Martha F. Grant  
Bette Johnson Gray  
Lisa Davis Grubbs  
Andrew M. Gruler  
Mary Ross McQuage Haller  
Mary Knight Hamilton  
Shirley Angela Hamilton  
Mary Margaret Hamrick  
Alma Rita Haney  
Tara Lynn Hannahoe  
Meg T. Harmon  
Sheri Diane Hardin  
Catherine Anne Harris  
Lisa Denise Hines  
Michelle Lawrence Holloman  
Christina M. Howes  
Sarah Alexander Huey  
Alice Jones Huguley  
Nancy Barnett Hyman  
Janet C. Isaac  
Michele Denise James  
Michael E. Jay  
Jennifer Lori Jenkins  
Pamela Lorraine Jones  
Terese Antoinette Jones  
Michael Karp  
Jenny Mae Kirwin  
Bonnie Knight  
Christi Lin Koerner  
Mary Elizabeth Lamey  
Mary Millen Lee  
Jamine Ladd Leslie  
Angela Cornelia Lockhart  
Kelly Lyn Long  
Kim Ilene Machler  
Tara Denise Mack  
Sheila Marie Maples  
Charles W. Marchbanks, Jr.  
Debra Annette Martin  
Karen Sweatt Martini  
Elizabeth Currey McCaleb  
Wanda Sue McCord  
Barry W. McDaniel  
Dawn McGarity

Anna Louise McGlothlin  
Sandra Lee McGuire  
Jane Ann McLean  
Lorraine Beth McNeill  
Kay Nix McPeake  
Kimberly Lyn Minnick  
Lorraine Fisher Mitton  
William S. Morningstar  
Carolyn Bernice Nash  
Marlene Kaye Neal  
Kay Poston Newman  
Noreen T. O'Donnell  
Sara Gayle O'Toole  
Camantha Lynette Osborn  
Tina Celeste Outlaw  
Phyllis Ann Parker  
Laura Edith Pautz  
Pearlie Mae Payne  
Rosetta Harmon Penny  
Vickie S. Peterson  
Bertha M. Phillips  
Jennifer Leigh Pickett  
Ruth A. Pinder  
Marilynn Andreama Price  
Joey D. Revis  
Clarence Earl Richardson  
Cheri Delaine Risher  
Joan P. Vining Rogers  
Nora Sue Roy  
Pamela Demosthenes Rustin  
Ina Schlueter  
Martha D. Scott  
Rosalind R. Sims  
Amber P. Sharkey  
Marcia Rene Shuler-Wilson  
Jamillah Monique Smalls  
Farris Corbin Smith  
Karen Marie Smith  
Bettie J. Snipes  
Cheryl Leigh Solesbee  
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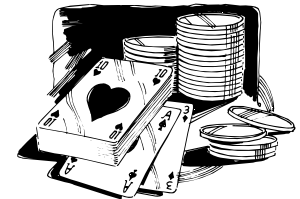
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## Wondering how you're doing with supervision?



A few years ago, the Virginia Board of Social Work got worried that social work supervision among its licensees was a bit of a game of chance, too. So it asked an expert, Dr. Carlton Munson of the University of Maryland at Baltimore, to do a clinical supervision curriculum guide.

Once the project was done, and there was a two-volume text, a video and a CD-ROM of the text, the board wanted anyone else who needed the material to have it. It's now being made available through AASSWB to boards, professional organizations, social work educators, and anyone who is supervising a candidate seeking clinical social worker licensure.

Prices are intended to cover the costs of reproduction. Order with a Visa, MasterCard or Discover card by calling AASSWB at 1-800-225-6880, ext. 3010; or, order by mail at 400 South Ridge Parkway, Suite B, Culpepper, VA 22701.

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