

The South Carolina Board of Social Work Examiners

J U L Y 2 0 0 1

Letter From President Jane A. Anker, MA, LISW

From time to time, it is important to remember why we have legal regulation of the professions. Social work licensing exists purely and solely for the purpose of protecting the public. R.M.



Dawes has described the public in need of protection as “people who have no choice or who cannot be expected to understand.”¹

This year the Board worked hard to improve and refine the scope of practice bill which the professional organizations submitted to the House of Representatives. The bill was an old draft of the Legislative Advisory Committee with some modifications. It needed expansion, correction and updating. Although the Board met several times in cooperation with the professional organizations, it was a hurried effort which addressed only the proposal submitted by the professional organizations. We were aware that a more comprehensive bill is necessary to properly protect the public.

During a series of meetings, general agreement developed with the exception of three public protection issues.

Exemption of all state and federal employees would result in licensing only for the private sector. By exempting all state and federal employees from licensure, clients of the state or

See *President* on page 11

Message from Administrator Patti Glenn

- (1) The Social Work Board welcomed two new members appointed by Governor Jim Hodges in 2001. The new appointees are: Cassandra Brunson, LBSW, from Florence, and Donald E. Bradley, public member, from Columbia. Brunson filled the LBSW vacancy and Bradley will replace Lillian Glenn, who resigned in September as public member. Our sincere thanks go to John Kennedy, LMSW, for his dedication and service to the Social Work Board and to Lillian Glenn as well.
- (2) “Licensee Look-up” is currently up and running. Licensees and employers can verify licenses through our Web site at www.llr.state.sc.us. Interested parties can also verify license renewals and expiration dates at the end of the renewal period. The information is updated every 24 hours. By using Licensee Look-up, employers, insurance companies, hospitals and the public will have instant access to a licensee’s renewal information, license expiration date and any disciplinary actions.
- (3) LLR is upgrading its computer system agencywide. It should be operational for our area, hopefully by the renewal period. Our new computer system will expand capabilities for staff and have many advantages for licensees. Licensees will be able to access renewal forms and pay fees by credit card. If renewal forms are lost in the mail, licensees will be able to access the form on our Web site. Applicants and licensees will also be able to access and pay for applications over the Internet. The new system will give staff many new capabilities and opportunities to improve customer service. We will be able to electronically communicate with ASWB to process examination scores and disciplinary actions. We will also be able to image licensure information, track complaint information, and monitor continuing education compliance. The Social Work Board staff looks forward to the new computer system and its expanded capabilities.

E-Therapy, Teletherapy Alert

Many member boards of the Association of Social Work Boards have been confronted with issues surrounding Internet-based therapists. Numerous Web sites are now offering the opportunity for the public to locate and communicate with social workers and other persons offering therapy. Also, there are companies organizing to facilitate this kind of practice. This area, too, is raising questions.

A very basic problem is that any social work practice other than in-person service is severely limiting to both the practitioner and client. A number of other serious issues complicate the essential

problem. In a statement sent to the ASWB Board of Directors in 2000, the DARS Committee concluded: “Therefore, all parties providing and utilizing telephonic, teleconference and Internet electronic social work services should exercise extreme caution in determining whether such practice is an appropriate vehicle for competent and ethical social work practice.” Social workers who engage in teletherapy or e-therapy are assuming unusual risks. Social work boards/states may determine that practice occurs in multiple jurisdictions which would subject the practitioner to regulation and discipline in each jurisdiction.

2001 Board Members

Board Members Currently Serving

Jane A. Anker, LISW
President
(803) 935-7828

Donald D. Bradley
Public Member
(803) 691-4373

Cassandra J. Brunson, LBSW
(843) 667-2221

Susan P. Graham, LBSW
(864) 627-1200

Richard G. Hepfer, LMSW
(803) 898-2795

Karen P. Rembert, LMSW
(843) 727-2118

Vacancy, LMSW

Internet Site



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www.llr.state.sc.us

Disciplinary Actions

During the 2000-2001 fiscal year (beginning July 1, 2000), the Board of Social Work investigated 18 new complaints against licensees and two new complaints against an unlicensed person misrepresenting himself as a social worker.

The results of those investigations from fiscal year 2000-2001 are as follows:

- Four complaints were dismissed after full investigations because there were no violations of Chapter 63, Code of Laws or the Code of Professional Conduct.
- Two complaints were not under the jurisdiction of the Social Work Board and were referred to another state agency.
- Seven complaints are on-going and in the process of investigation by Board Investigator Larry Atkins.
- Two complaints resulted in the issuing of "Formal Accusations" by the Board attorney and will likely go to disciplinary hearings.
- The Board issued "Cease and Desist" letters to two unlicensed social workers.
- On March 19, 2001, the Board approved a "Stipulation and Petition Order" signed and agreed to by S. Allison Powell, LMSW. The "Stipulation and Petition Order" suspended Powell's license indefinitely for a period not less than two years. Powell pled guilty to three felony counts of conspiracy to distribute marijuana, distribution of marijuana, and distribution of marijuana within the proximity of a school and was sentenced. Powell has the burden of demonstrating her fitness for reinstatement after her period of suspension.
- On May 21, 2001, the Board approved a "Consent Order" signed and agreed to by Pam Harrison, LMSW, for a public reprimand for failing to obtain an additional verbal order for medical social services prior to documenting said services in the clients' record as alleged. Harrison wrongfully documented clinical records by documenting a telephone call to a physician's office on July 4, 2000, to obtain additional verbal orders for medical social services. The physician's office was closed on July 4, 2000. Along with the "Public Reprimand" the following sanctions were issued: to complete a Board-approved course in social work ethics within one year.
- On May 21, 2001, the Board approved a "Consent Order" signed and agreed to by Joseph N. Shank, LISW, for a public reprimand for wrongfully submitting an affidavit which contained confidential information obtained during a counseling session without consent. During the counseling session, Shank received information concerning the husband, a client in a joint counseling session. Shank submitted an affidavit to the Family Court which contained confidential information obtained during a counseling session. The husband did not consent to the release of any information disclosed in the session. Along with the "Public Reprimand," the following sanction was issued: to complete a Board-approved course or workshop in therapist/patient confidentiality within one year.

Four investigations from fiscal year 1999-2000 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.
- One complaint resulted in the issuing of a "Formal Accusation" by the Board attorney and will likely go to a disciplinary hearing.

Renew Early, Avoid \$50 Late Fee

Also avoid delay in receiving license card and/or expiration of license

A \$45 renewal fee plus a late fee of \$50 will be charged for all late renewals that are postmarked from January 1 to February 1, 2002. If your completed renewal and renewal fee have not been received in the Board's office postmarked by February 1, 2002, 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. If you wait until the last minute to mail in your renewal, it could take four to six weeks to receive your new license in the mail, so please allow a sufficient amount of time for us to process your renewal.

Incomplete renewal forms will be returned, and if not resubmitted by the January 1 deadline, will result in a \$50 late fee charge or by February 1, will result in expiration.

Disclosure of Confidential Patient Information

Confidential patient information disclosures are governed by §19-11-95 (D)(1). This section of the law requires disclosure "when required by statutory law or by court order." Subpoenas from attorneys in civil litigation are conspicuously absent from the list and, therefore, should not be honored by practitioners who receive them. If the attorney wants the information, then he/she will have to go to the judge to obtain a court order, as provided by §19-11-95, before a practitioner may lawfully be required to make the necessary disclosure.

Recently Moved Or Had A Name Change?

Have you recently moved or had a name change, and you're not quite sure what the Board office needs from you?

If you have recently moved, you need to notify the Board in writing of your new address. You may contact the Board office with this information by fax, mail or e-mail. However, it is important that you contact the Board office as soon as possible to ensure proper delivery of your renewal form.

If you've recently had a name change, the Board office needs a copy of your legal document (marriage certificate, court document, driver's license, etc.) showing your name change.

If you have any questions on this process, please contact the Board office.

Phone number: (803) 896-4665
Fax number: (803) 896-4687
E-mail: glnnp@mail.llr.state.sc.us or howardv@mail.llr.state.sc.us

Address: S.C. Board of Social Work Examiners
P.O. Box 11329
Columbia, SC 29211-1329

2001 - 2002 Board Meeting Dates

September 17, 2001
November 19, 2001
January 28, 2002
March 18, 2002
May 20, 2002
September 16, 2002
November 18, 2002

License Statistics

Current # of Licensees

LBSW - 1,427
LMSW - 1,801
LISW - 738
TOTAL - 3,966

Current # of Applicants

LBSW - 281
LMSW - 240
LISW - 199
TOTAL - 720

2000 Expired Licenses

LBSW - 83
LMSW - 82
LISW - 28
TOTAL - 193

ASWB Test Results July 7, 2000 - May 17, 2001

BASIC

Pass - 41 Fail - 23

INTERMEDIATE

Pass - 93 Fail - 49

CLINICAL

Pass - 25 Fail - 8

ADVANCED

Pass - 0 Fail - 1

Are We Losing Regulatory Ground Gained in the Past?

by Donna Deangelis, LICSW, ACSW
Executive Director

Reprinted from ASWB Association News

When Wisconsin enacted social work regulation in 1992, it was the last jurisdiction in the United States to do so. The profession celebrated and felt good about this accomplishment. This was 58 years since the first social work licensing law was passed in Puerto Rico. By the end of the '70s, less than half of U.S. jurisdictions had social work regulation. In just a little over 10 years, regulation took hold across the country.

When the legislative climate was favorable, jurisdictions have periodically updated and upgraded social work licensing laws. Since 1998, the ASWB Model Social Work Practice Act has been used by many jurisdictions as a resource to upgrade their laws. Jurisdictions have gone from certification and title protection to licensure and practice acts, protecting the public that receives all services defined as social work practice. Exemptions to legal regulation for categories of social workers employed in certain settings, such as federal, state or local government, hospital, private agencies, etc., have been removed, again with the result of protecting all the public. Jurisdictions have gone from one licensure category, usually the master's of social work (MSW) or MSW plus two years of experience, to multiple categories covering the entire profession, including baccalaureate social work practice. Specific clinical social work practice licensure and examination requirements have increased among our member jurisdictions as well. And Alberta, Canada, has just enacted clinical licensure using the ASWB Clinical examination.

We certainly have accomplished much together over the years as social work regulators. But several recent unrelated issues have made me wonder if members of the social work profession are becoming ambivalent about and less committed to legal regulation and related public protection. I am aware of challenges to the "no exemption" provision of the social work law in several jurisdictions. Usually, this has to do with claims

of shortages of social workers for child welfare and other public social services agencies. So far, most of these challenges have been successfully defended, but not all. Are there more to come? Probably.

In a jurisdiction where the board is attempting to get title protection changed to a practice act, it is meeting with great opposition from the members of social work professional organizations. The organizations want all currently licensed social workers with five years of experience and one of the professional certifications, such as the Academy of Certified Social Workers (ACSW) or American Board of Examiners Diplomate in Clinical Social Work (BCD), to be grandparented into the independent clinical practice category. These social workers appear intent on being granted the privileges of independent clinical licensure—private practice, third party reimbursement, and the ability to supervise recent graduates—without having to be bothered with meeting the licensing requirements by doing such things as verifying appropriate clinical supervision and passing the ASWB Clinical social work licensing examination. Where are the public protection considerations?

In another jurisdiction that recently enacted a clinical licensure category, there were loud objections raised to taking the ASWB Clinical examination by social workers seeking the new clinical license. In yet a third jurisdiction, there is a legislative initiative to remove the licensure-by-examination requirement for foreign-born social workers—but only after they fail one or more ASWB examinations. Surprisingly, the social work profession in this jurisdiction is in support of this exemption.

And finally, another example that I find deeply disturbing for a number of reasons: many social work faculty and the deans and directors who run social work education programs are raising strong objections to requiring social workers who teach to be licensed. The very same faculty who are supposedly modeling

professional social work conduct to their students are unwilling to hold themselves to the same standards of practice and ethical behavior as their graduates.

ASWB is committed to all social workers being licensed regardless of their practice functions or setting. This is a basic matter of public protection. And ASWB is committed to all social workers meeting minimum standards of competence. At this time, the only fair and practical way to determine whether social workers have the knowledge for minimum competence is through successful completion of standardized, multiple choice examinations developed and administered by ASWB.

Of course we all realize that grandparenting was often a political necessity in efforts to get an initial social work licensing bill passed. Grandparenting was a fair way to allow people without the qualifications outlined in the legislation to continue to practice in the job they had been doing. Now the time for grandparenting is past.

It seems to me that most members of the social work profession like the concept of licensing, the privileges it grants, and the status associated with it. However some social workers - and they can be very well organized and vocal - resist the idea that with these privileges and status comes the responsibility of demonstrating competence and continued competence throughout one's professional career.

For those of us who work to establish and hold our social work colleagues accountable to standards of minimum competence, our job is not over. It is getting more difficult. ASWB remains committed to assisting social work boards in their regulatory activities, providing resources such as the national social work licensure testing program and the Model Social Work Practice Act.

Are we losing ground? I hope not. We may feel like a minority in our profession, but we are in this together.

Newly Licensed Social Workers July 2000 - May 2001

LBSW

Melissa Kay Bennett
Samicca Lashun Berry
Virginia H. Bowman
Leslie Lynn Bracy
Bernadette W. Bremer
Emily Elizabeth Carr-Buchheit
Geneva Antionette Clark
Loretta A. Cobb
Thia Anne Coleman-Brown
Euretha Cooper
Joyce B. Davis
Vernell Latacha Dixon
Lisa H. Ferrell
Joselyn Dee Fleming
Tracy Yvette Garner
Angela H. Hagy
Karen Evette Ham
Judith Lacy Hewes
WillieMae Hunter
Patricia W. Keenon
Kelly Lynn Larkins
Anne McNeill Laviner
Nicole Lynn Lee
Susan Fletcher McColl
Jennifer Cornett McDaniel
Anne Isler McGuirt
Patti Ellis McMurry
Tammie Powell McPherson
Ruby Mercer
Heather Renee Middleton
Elizabeth Jane Pickton
Katharine W. Piper
Nichole Nichelle Porter
Jacque W. Richardson
Angela Hubbard Rowe
Tina Etheridge Silvester
Virginia D. Solomans
Cassandra Marie Spatafore
E. Amanda Stec
Clarissa Sistrunk Steedley
Susan Sullivan
Margaret Hoyle Towery
Annie Elizabeth Voss
Meredith Ann Washburn
Lisa Denise Washington
Miriam L. West
Jeremy Wade Whitmire
Fay Watson Williams
Ronnie F. Williams
Bridget Christie Woodbury
Rebecca S. Wyatt

LMSW

Frank Patrick Addonizio
Robin Elizabeth Ahern
Cynthia Rebecca Alston-Johnson
Annie Catherine West Bailey
David Kevin Bailey
Tabatha Deneen Barber-Crank
Sandra Jo Bennett
Cynthia Ann Black
Tanya Blackford-Cohen
Pearl Blair-Morton
Mary P. Boatman
Franklin Bolgan

Stephanie R. Britton
Kenneth L. Brooks
Derek Christopher Brown
Patrick W. Butler
Dianne Caldwell
Caroline Dickson Cantrell
Joan Jackson Chapman
Melissa Dawn Chilton
Alice Jane Clemmer
Melinda oilman Clontz
Stephanie Kripa Cooper-Lewter
Shirley Backstrom Cotton
Teri Lynn Cristal
C. Hope Cunningham
Sharon Melaine Harley Davidson
Jennifer Davis
Laura Maria Doby
David Samuel Dorsey
Lori Hope Douglas
Elizabeth Westervelt Drelich
Kennard DuBose
Jennifer Carter Duffie
Jennifer Beth Eastin
Sheila Hinson Ellis
Wendy Lin Farah
Christopher C. Farinella
Jennifer Rearick Felkel
Leah Denise Finnerty
Dyan Fore
Leda Fremont-Smith
Cynthia Benoit Gelinias
Sudie Gelok
Melanie Karen Golden
Laura Marie Goodson
Suzanne Beth Gragnano
Amy Marie Grainger
Myra Smalls Green
Judith Ann Greenfarb
Linda Jo Griffin
Holly Noel Griffith
Jan Renee Griffith
Kim Denise Kelley Halback
Genice E. Hall-Summers
Robert Marion Hardee
Julie Ann Hatcher
Mary Ann Haynes
Lula Moultrie Heatley
Kathryn Weldon Horne
Julia Hutchinson Humphrey
Jonathan Neil Hunnicutt
Kevin Reed Inabinet
Hope Ingle
Michelle S. Ingram
Jodi Elaine Johnson
Angela J. Jones
Cinamon Heckler Jones
Carmen D. Julious
Andrea Boland Kendrick
Cynthia Weslyn Lack
Cindy Levine-Flynn
Patricia Anne Levy
Betty Jean Lewis
Susan Van Lear Logan
Deborah T. Lucash
Lisa Lacher Mackey
Karen Fay Malone

Della T. Marshall
Stephanie D. Matkins
Debra McCrea McCoy
Maria Dawn McCullough
Melissa Lou McGill
Sandra W. McKee
Elizabeth McKeon
Amy Lauren McMinn
Shannon Michelle Miller
Jennifer Ann Mills
Claire D. Montgomery
Rebecca Ann Moomaw
Holly Joy Mosemann
Deanna R. Murray
Kimberly Sue Neff
Kate A. Nelligan
JoAnna Merle Nichols
Jennifer Leigh Nolen
Mark Allan Oliver
Angela Dunn Olsen
Matilta Michelle Outen
Patricia Ann Owings-Alley
Patricia Shull Padgett
Cynthia Sue Plutro
Virginia C. Pope
Carmella Kathryn Puccio
Baiba Pukjanis-Krecker
Megan Joy Quigley
Kathleen Geralyn Randall
Cynthia Estep Rhames
Claire Addy Rice
Joyce L. Riddle
Debra McCall Roof
Trinity Honoria Sands
Heather Rae Scheidt
Regina Kathleen Schwartz
Carye Lee Sculthorpe
Amy Felice Sellers
Kenneth A. Simmons
Martha Skelton-Patrick
Edra Louise Smiley
Cheryl Delia Smith
D. Patricia Snyder
Melinda S. Somerville
Paula M. Sommerkamp
Thomas Paul Spahos
Betty Speech
Julie E. Sprinkle
Kay F. Starr
Christopher Michael Steed
Dolly S. Still
Georgianne J. Thornburgh
Deborah Dopson Toa
Meghan Christine Trowbridge
Tracey Ross Ticker
Cindy Lee Tulli
Stephen J. Valentine
Jay Kevin Waldrop
Sandra Jo Ward
Stephanie Ramey Warren
Barbara Ann Washington
Natalie Denise Weathers
Jacqueline D. West
Mary Elizabeth Williams
Sharon Easley Williams
Sonya Monique Williams

Peggie Christine Wilson
Hazel Arlean Wyatt
Pamela von Kleist

LISW

Tara Allen
Anna Goodman Bailey
Helen Doar Barron
Joyce L. Bell
Jennifer E. Boehs
Michelle Lynn Calicchio
Geoffrey Plummer Cheek
Ellen Anne Civiletto
Kathleen Nicole Decker
Sharon E. Doyle
Juanita Ann Duerkop
Wayne Alan Dunn
Joseph A.A. Fournier
Wiley H. Garrett
Megan A. Getty-Odom
Tracy Gibson
Jacqueline Rideau Griffin
Susan E. Hardwicke
Bonnie Egleston Holstein
Carole Howard
Lorel Jean Humburg
Kathryn Wolf Jacobson
Lisa L. Judd
Patricia A. Keown
Mozelle Marshall Lee
Patricia A. Lenox
Geneva Lucille Levey
Sharon D. Lloyd
Emily Marie McClernon
Anthony J. Mesiano
Heidi Ann Moss
Roberta Murchinson
Robin C. Nance
Patricia J. Nelson
Patrick John O'Brien
Sonya Strickland O'neal
Angela Douglas Parnell
Dlenise B. Parrott
Mary Payson
Gina A. Penland
Kay W. Phillips
Denise M. Prentice
Kimberly Rosborough
Ann L. Rubin-Hentschel
Jennifer Ann Rullman
Henry Martin Sabetti
Maria Price Sadler
Susan Bodenheimer Schuster
Cynthia Hines Scott
Michael A. Smith
Wendy L. Smith
Heather Neal Stone
Patricia Ann Thomas
Claire W. Traynham
Mary W. Underwood
Charles J. Vilord
Beverly Wagner
Annette S. Weaver
Carol Marie Wyatt
Beth Thomas Zweigorn

Clinical Supervision Curriculum Guide Available

From: The American Association of State Social Work Boards
 400 South Ridge Parkway, Suite B
 Culpeper, VA 22701
 (800) 225-6880

Recent changes in social work licensing laws in several states have emphasized the need for continuing education for social work supervisors, according to the American Association of State Social Work Boards (ASWB), the national organization of social work licensing groups.

ASWB's own model licensing act includes in model regulations the requirement that anyone providing supervision for candidates for clinical license have "completed graduate course work in supervision in an Approved Social Work Program or in an Approved Program of

Continuing Education."

"A Clinical Supervision Curriculum Guide" done under the auspices of the Virginia Board of Social Work by Dr. Carlton Munson of the University of Maryland, author of "Clinical Social Work Supervision," is available from ASWB. It is recommended for self-study, as part of a supervisory group, or as an agenda for a lecture format as part of group training for supervisors.

The association took over distribution of the guide, offered as a two-volume text, a video and CD-ROM, at the request of the Virginia board. The materials are

offered at about the cost of producing and shipping them. Costs are as follows: The two-volume guide, \$35; video only, \$20; books and video, \$52; CD-ROM only, \$16; books and CD-ROM, \$49; and all three, \$67.

To order by credit card, call ASWB at (800) 225-6880, ext. 3010. By mail, send a certified check or credit card order to ASWB, 400 South Ridge Parkway, Suite B, Culpeper, VA 22701.

Contact: Kathleen Hoffman, ASWB, (800) 225-6880, ext. 3006

2000 South Carolina Pass/Fail Rates

Exam Category Group Type	Total # of Candidates	Pass Rate	
		Number	Percentage
Basic			
1st Time	57	38	66.7
Repeat	20	6	30
Total	77	44	57.1
Intermediate			
1st Time	127	95	74.8
Repeat	13	8	62.5
Total	146	108	74
Advanced			
1st Time	1	0	0
Repeat	0	0	0
Total	1	0	0
Clinical			
1st Time	33	28	84.8
Repeat	4	2	50
Total	37	30	81.1
Total	276	182	65.9

2000 National Pass/Fail Rates

Exam Category Group Type	Total # of Candidates	Pass Rate	
		Number	Percentage
Basic			
1st Time	4257	3478	81.7
Repeat	541	213	39.4
Total	4798	3691	76.9
Intermediate			
1st Time	7299	5951	81.5
Repeat	1206	484	40.1
Total	8505	6435	75.7
Advanced			
1st Time	245	143	58.4
Repeat	52	17	32.7
Total	297	160	53.9
Clinical			
1st Time	6671	4680	70.2
Repeat	1571	605	38.5
Total	8242	5285	64.1
Total	21,842	15,571	71.2

Frequently Asked Questions

Q. It's December 1, and my license expires at the end of the month (December 31). I don't have all my CEUs yet. What can I do?

A. Although your license expires on the last day of the month (December 31), you have a 30-day grace period until February 1 to renew your license. If you have not completed the required 20 hours of CEUs, you may use this additional time to obtain the required CE hours. However, your license will expire if you have not obtained the required CEUs by February 1.

Q. I accidentally let my license expire after the 30-day grace period. What can I do?

A. Unfortunately, the Board has neither provisions nor statutory authority to extend the grace period beyond 30 days. If you allow your license to expire past the grace period, you may apply for reinstatement. According to § 40-63-80, any licensee who allows his/her license to lapse by failing to renew the license as provided in this section, may be reinstated by the Board upon satisfactory explanation by the licensee of his failure to renew

his license and upon payment of a reinstatement fee and the current renewal and late fee to be determined by the Board. If a licensee has lapsed for more than one year, the person must reapply. This would mean that those who were "grandfathered in" without a degree in social work, would not be eligible without additional education.

Q. Whose responsibility is it if I don't receive my renewal form in the mail?

A. It is still the licensee's responsibility to renew his/her license annually. If you do not receive your annual renewal form by November 1, call the Board office immediately to request another renewal form. We understand that sometimes annual renewal forms get lost in the mail or are delayed. It is the Board's responsibility to mail the annual renewal form to you; however, it is not the Board's responsibility to ensure that you receive your annual renewal form. It is your responsibility to request that another annual renewal form be mailed to you if you have not received it by November 1. It is also

your responsibility to notify the Board in writing of any address change. Also, we expect license renewal forms will be available on our Web site, www.llr.state.sc.us, by November 2001.

Q. How do I know if a training class or seminar is approved for CEUs?

A. First, check to see if the flier denotes approval by the South Carolina Board, ASWB or NASW. If the flier does not indicate this, check your guidelines to see if the sponsor falls under the pre-approved sponsor list. If you're still unsure if the training/ seminar is approved, contact the sponsor.

Q. If the presenter of continuing education is a Ph.D., would the hours be social work or non-social work hours?

A. The hours would count as non-social work hours, unless the presenter's undergraduate degree was a BSW or MSW. If the Ph.D. is in social work, the CEUs would then count toward your social work hours.

LLR Implements Strategic Plan

When the South Carolina legislature created the Department of Labor, Licensing and Regulation (LLR) in 1994, one driving goal was to improve efficiency and the quality of service delivered by the 40 separate agencies that were merged to form the agency.

The legislature envisioned an agency that would promote efficiency and build accountability. With that in mind, LLR's staff has created a strategic plan for the agency. This plan is a roadmap to help the agency reach the ultimate goal of being the best state government agency in the United States by the year 2010.

Key points of the strategic plan include:

- Core purpose or mission – Making South Carolina a Better and Safer Place to Work and Live.
- Core values – Provide excellent service, act with integrity and treat people with respect.
- Key strategies – "Maximize Customer Satisfaction," "Maximize Employee Satisfaction" and "Use Resources Efficiently."

Several interim goals also were established:

- By 2001, be recognized in the Southeastern United States as a leading state government agency.
- By 2002, be recognized in the United States as a leading state government agency.
- By 2005, have specific performance measures in place to track progress toward being the best state government agency in the United States.

"These interim goals will keep us focused on the larger goal of being the best state government agency in the United States by 2010," LLR Director Rita M. McKinney said. "I like to think of these goals as short-term wins on the road to achieving excellence in public service."

South Carolina Guidelines For Continuing Education

A. Requirements

1. A minimum of 20 clock hours of social work related continuing education is required annually to renew each license.
2. A minimum of 10 of the 20 clock hours must be specifically provided by a trained social worker - **a person with a BSW, MSW, or a doctorate degree in social work.**
3. The reporting period is from January 1 to December 31 of each year.
4. A licensee who has held a temporary license for 12 months will be required to meet continuing education guidelines established by the Board in the same manner as LBSW, LMSW and LISW licensees holders.
5. The Board will waive one license year, continuing education requirements for licensed social workers who are activated in the military for more than 30 days.

B. Definition of Continuing Education Training

Continuing Education means those social work-related activities which are oriented to the enhancement of social work practice, values, skills and knowledge.

1. Academic social work courses taken for credit or audit.
2. Social work-related academic courses taken for credit and audit.

Courses must be in related areas such as: administration, research, psychology, sociology, law, child and family development, counseling, gerontology, substance abuse, criminal justice, mental health, etc.

3. Seminars, workshops, institutes, conferences or mini-courses oriented to

the enhancement of social work practice, values, skills or knowledge.

4. Training specifically related to policies, general procedures, emergency procedures or other related operational procedures of an agency or organization are not eligible for continuing education credit.
5. A first time presentation of a paper, workshop or seminar for a national, regional or statewide or other professional meeting. Repeated presentations of the same materials cannot be counted as separate activities. One time presentation will count for five continuing education hours.
6. Preparation of a paper and acceptance for publication in a recognized social work or related journal. An accepted paper will count for five continuing education hours.
7. Preparation of new social work or related courses for an educational institution or organization. A new course will count for five continuing education hours.
8. No more than 10 continuing education hours may be counted from Section B, Parts 5, 6, and 7 per renewal year.
9. Any audio and/or visual educationally related home study tapes, or professional journals are approved by the Board for independent self-study continuing education credit provided:
 - a. Credits are granted by an approved sponsor.
 - b. The approved sponsor administers and scores an appropriate test relating to the educational content.
 - c. The licensee passes the test with a score of at least 70 percent prior to the awarding of continuing education credits.

C. Carryover of Continuing Education Hours

Up to six continuing education hours may be transferred from a surplus from the preceding license year to the present renewal year.

D. Verification of Continuing Education

1. The passing course grade report will constitute verification for academic credit hours.
 - a. One semester hour of academic credit is equivalent to 15 clock hours of continuing education.
 - b. One quarter hour of academic credit is equivalent to 10 clock hours of continuing education.
2. A signed statement from the instructor for hours attended will constitute verification for audited courses.
3. The Continuing Education Unit or other certificate of attendance will constitute verification of workshops, seminars, institutes or mini-courses.

One CEU (continuing education unit) is equivalent to 10 clock (contact) hours.
4. A copy of the presentation with a letter of acceptance or copy of the program will constitute verification of the first time presentation and acceptance of presenting at a seminar, workshop, institute, conference or mini-course.
5. A copy of the paper with a copy of the letter of acceptance for publication will constitute verification of the preparation and acceptance of a paper for a journal.
6. A copy of the course outline with a

Guidelines continued on page 9

Guidelines *continued from page 8*

confirming letter from the dean/director will constitute verification for the preparation of a new social work or related academic course.

E. Board Approved Educational Institutions, Organizations and Agencies to Provide Continuing Education

The educational institutions, organizations and agencies listed below are pre-approved as providers for continuing education. Attendance in any social work or related continuing education program sponsored by an institution, organization or agency on this list is pre-approved as acceptable toward meeting the South Carolina Board of Social Work Examiner's continuing education requirements.

1. Educational Institutions

- University of South Carolina College of Social Work
- Benedict College Social Work Program
- Columbia College Social Work Program
- South Carolina State College Social Work Program
- Winthrop College Department of Social Work
- Limestone College Social Work Programs
- Coker College Social Work Program

Formal social work or related academic and continuing education credits granted by all regionally accredited colleges and universities in the United States.

Formal social work or related academic and continuing education credits granted by regionally accredited two-year technical and comprehensive education centers or institutions within the United States.

Formal social work or related academic and continuing education credits granted by all schools of social work in the United States, which are accredited by the Council on Social Work Education.

2. Organizations (including South Carolina affiliates)

- American Association of Marriage and Family Therapy
- American Association of State Social Work Boards
- American Health Care Association Section on Social Work
- American Hospital Society for Directors of Hospital Social Work Services
- American Public Health Association Section on Public Health Social Work
- Council on Social Work Education
- National Association of Black Social Workers
- National Association of Christians in Social Work
- National Association of Social Workers
- National Federation of Societies for Clinical Social Work
- South Carolina Association of School Social Workers
- South Carolina Council of Nephrology Social Workers
- Family Services America

3. State Agencies

- LLR's Board of Examiners for the Licensing of Professional Counselors, Associate Counselors and Marriage and Family Therapists
- LLR's South Carolina Board of Social Work Examiners
- Division on Aging
- Department of Alcohol and Other Drug Abuse Services
- Commission for the Blind
- Office of Human Resource Management
- Children's Foster Care Review Board
- Continuum of Care for Emotionally Disturbed Children
- Department of Corrections
- Department of Education
- Department of Health and Environmental Control
- Department of Mental Health
- Department of Disabilities and Special Needs
- Department of Probation, Parole and Pardon Services
- Department of Social Services
- Department of Vocational Rehabilitation
- Department of Juvenile Justice
- The South Carolina University Affiliated Program
- Health & Human Services Finance Commission

- John de le Howe School

Training provided by any city, county, state or federal governmental entity within or outside South Carolina, which is similar to those listed within the South Carolina state government listing.

Training provided by the United States Armed Services.

4. Other national or state professional associations relating to one's social work or related practice specialty and of which one is a member.
5. Licensed hospitals.
6. Any workshop, seminar, institute, conference or mini-course to be provided by other than one of the Board approved groups listed in section E, parts 1, 2, 3, 4, and 5 will also be approved if formally co-sponsored or endorsed by one of the Board approved Educational Institutions, Organizations or State and Federal Agencies listed above.

If the licensed social worker's employer approves/recommends in writing that an employee attend a program presented by an organization other than those listed above, this will constitute a "formal endorsement" of the program and therefore may be counted as Continuing Education credit.

7. Nationally focused human services' related conferences sponsored by non-membership based, not for profit organizations will be pre-approved for continuing education credit if such training is social work or social work related in its nature.

F. Documentation

1. Each licensee shall 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.

See *Guidelines* on page 11

Who is Really Served by Exemptions?

by Donna Deangelis, LICSW, ACSW
Executive Director

Reprinted from ASWB Association News

There has been a lot of pressure again lately – especially from public social service and child welfare agencies – to have direct service and sometimes even supervisory staff in these agencies exempt from social work licensing laws. Perhaps this has come about, at least in part, because of the attempts in many jurisdictions to remove exemptions from social work licensure.

Often these exemptions were written into the licensing laws when they were being considered originally in order to appease certain groups who would otherwise be against such legislation. Now, amendments to strengthen the existing regulation are being undertaken in many jurisdictions, amendments that include continuing education requirements for licensure renewal, requirements for supervisors of licensure candidates, multiple categories of licensure, and removal of exemptions to licensure.

Social service agencies resist many of these changes, especially the removal of all exemptions to social work licensure. Administrators of these agencies claim that they cannot find licensed social workers willing to take social service positions, or when they do, that the social workers do not stay on the job very long. Difficulties with recruitment and retention of social service and child welfare staff are well documented, but this has been true since at least the 1960's when I began my social work career in the Illinois Department of Public Aid.

Hiring people who do not have a social work degree, or in many instances people who have no secondary education degree at all, is not the answer to the recruitment and retention problems that public agencies face, and never has been. Staffing difficulties continue even when these agencies are exempt from the requirement to have social work personnel who are licensed. Hiring unqualified staff may solve some recruitment problems, but it has not demonstrated a positive effect on

retaining these personnel.

The purpose of social work licensure is to protect the public. All of the public served by social workers deserves to be protected, whether that public is a client of a clinical social worker in private practice or a family having problems taking care of their children. This is the philosophy behind the requirement that the practice of all social workers should come under legal regulation.

Social work is a profession with an increasing body of knowledge, a set of values, and a code of ethics. Social workers are trained to work with communities, organizations, groups, families, and individuals. Often the clients receiving social services and child welfare services are the most troubled and need the most highly skilled social workers to help them make changes that would improve their situations. Many of these situations are high risk and the safety of the children and the welfare of the family, indeed their lives, can depend on the skilled intervention they get. To hire someone with a BA in history to do this work is like hiring an engineer to do heart bypass surgery.

Hiring licensed social workers assures the employer that at least minimum competence has been demonstrated, and provides screening for problems that may have occurred in other jurisdictions. Some licensing boards are now even requiring criminal background checks for licensure applications.

Social work regulation also provides access to all clients to make complaints about inappropriate behavior and interactions of their social workers. The members of the social work profession have the same percentage of problems-mental health, addictions, criminal-as the general population. There must be a way for all clients to have recourse against social workers who have harmed them in some way.

Clients' grievances with the agencies may not always work. I know of, and I

am sure that every reader also knows of, at least one situation in which an employee engaged in conduct that should have been grounds for dismissal, and yet that employee was not fired. Instead, due to a variety of possible reasons this person was simply removed from the situation by being transferred or even promoted.

Licensing social workers assures that there is an avenue of redress for all clients, not just those who can afford or are sophisticated enough to pursue a malpractice suit.

There are ways to legally regulate all social workers without exemption and fill social service and child welfare positions with them. For a number of years there have been partnerships between schools of social work and public agencies to train workers, provide field placements for students, and give access to a pool of potential employees. Agencies need to look at salaries, working conditions, and caseload size before diagnosing social work licensing as their problem with staff recruitment and retention.

There are studies now that demonstrate that professional educated social work personnel, given a reasonable caseload and a supportive working environment, get more and better outcomes with clients than untrained personnel – something we in the profession always knew. In fact, a recent survey of public child welfare agencies not yet published indicates that worker turnover is related more to high caseload and poor working conditions than it is to salary.

We who are involved in social work regulation must not give in to pressure to allow exemptions to licensing. Promoting licensed social workers who are minimally competent and who have passed screening with other jurisdictions for infractions and criminal convictions is the best way we can advocate for all the clients who are served by social workers. It takes more than a good heart to make a professional.

2. The Board will require an Annual Report of Continuing Education be completed at license renewal which reports and describes the continuing education hours completed for the renewal year. **Documentation of individual continuing education sessions completed should be retained by the licensee and not sent to the Board.**
3. The Board will conduct a sample audit annually of individual records and verification of continuing education completed by licensees. The Board may also request from an applicant at license renewal their records and evidence of continuing education training.

G. Requests for Sponsorship

An Application for Continuing Education Sponsorship may be obtained by calling the Board office directly.

A non-refundable fee of \$25 is required for processing on all sponsorship requests. The Board requires that all requests for sponsorship approval be in the Board office no later than 30 days prior to the next scheduled Board meeting and no less than 60 days prior to the first presentation of the workshop. **If the application for sponsorship is not received before the 60 day deadline or the 30 day deadline, the workshop will not be approved by the Board.**

Board approved sponsor status for each training workshop shall expire two years from the date of Board approval and must be renewed by making application to the Board.

The Board retains the right to monitor Continuing Education programs sponsored by Board approved sponsors and will withdraw approval from a sponsor who does not maintain the standards demonstrated in their application.

federal systems are not accorded the assurance of even minimally competent social workers. One senior member of our social work group has asked if state clients should be second-class citizens.

Since some who have opinions on the bill have not actually read it, the exemption is quoted below:

“An employee of this state, a federal government employee, or an employee of a licensed mental health or alcohol and drug abuse facility who is trained, and authorized to perform services that may fall within a definition of social work so long as these services are performed within the course of the employee’s employment.”

Both lay and legal readers have interpreted this to mean public employees are exempted from licensure under the provisions of this bill. The SCNASW president has said it does not mean what it seems to say. At best, the ambiguity is such that it must be clarified.

The matter of grandfathering is another major point of difference between the professional organizations and the Board. Grandfathering was over in 1989, and there is no need for grandfathering now. However, the professional organizations have opted to include 1,170 Master’s social workers in a grandfathering provision they say would allow them to continue to do what they are doing.

Instead of this massive grandfathering, the Board has proposed that the small group of social workers currently practicing independently without benefit of an independent license be allowed four years in which to obtain independent licenses. This is twice as much time as is normally required to obtain appropriate supervision and sit for the examination.

A leading law firm in the legal regulation of professions, Atkinson & Atkinson of Evanston, Illinois, has suggested this four-year period be called a “transitional period.” Atkinson & Atkinson also states that such a plan would withstand challenge. In other words, this can be legally done.

This report also addresses the issue of offering four different examinations as

proof of competency for the independent level. (The Board has opposed all but the ASWB exam.) Atkinson & Atkinson raises several issues regarding the use of multiple examinations. Those who would like a copy of the Atkinson & Atkinson report regarding bill HR3447 may request one from the Board office. In addition to the points already mentioned, it offers other suggestions for the organization, consistency and readability of the act.

Some may know that LLR has had the social work statute revision scheduled in its strategic planning for 2002. LLR continues with that goal and has asked the SCBSWE to work on a bill which will be more comprehensive. A task force will work over the summer to complete this work. It is our hope that the result will please social workers and social work regulators and in so doing public protection and the social work profession will be strengthened.

Finally, the Board has been saddened and disappointed at the level of discourse surrounding the scope of practice bill. Some representatives of the professional organizations have demonstrated great rancor toward the Board and individual Board members through e-mail, public presentations and personal contacts. The Board has not responded in kind and does not intend to do so. However, it is apparent that the process we have observed over the past months has gone awry. Professional social workers and their representatives must behave in ways that enhance the integrity of the social work profession.

The Board is concerned about misinformation which has been circulating and encourages any social worker to call the Board office or a Board member to clarify any questions/concerns you may have.

It is our hope that social work as a profession will gain in stature as a result of a good practice act. It is our expectation that individual social workers and professional organizations will behave in ways which reflect positively on professional social work in South Carolina.

1 The quote by Daves is found in a “Critique of the Model State Social Work Practice Act” in Social Work, Volume 45, No.2/March 2000.

In This Issue

E-Therapy, Teletherapy Alert	1
Disciplinary Actions	2
Renew Early, Avoid Late Fee	3
Losing Regulatory Ground?	4
Newly Licensed Social Workers	5
Frequently Asked Questions	7
Guidelines for Continuing Ed	8
Who is Served by Exemptions	10

Documenting Continuing Education

All licensees must maintain their own record and documentation of continuing education for three years. The Board will not maintain continuing education files for licensees. The licensee should only send continuing education certificates to the Board if he/she has been selected for mandatory audit.

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

If you happen to be one of those licensees who cannot seem to find the time away from work to attend continuing education seminars or your work does not provide continuing education for you, there are “at-home” continuing education programs available. You may contact any of the following for “at-home” or Internet continuing education information:

ASWB:	1-800-225-6880 or www.aswb.org
On Good Authority:	1-800-835-9636
Healthcare Training Institute:	1-812-332-1366
PRIMEDIA Healthcare:	1-800-624-2272
Psycho Educational Resources:	1-800-892-9249