



UPDATE

North Carolina Social Work Certification and Licensure Board

FALL, 2008

MESSAGE FROM THE CHAIR

Deana F. Morrow, Ph.D., LPC, LCSW, ACSW



Deana F. Morrow, Ph.D., LPC, LCSW, ACSW

As I write this, my first Chair's column, I am reminded that time has flown with regard to social work practice regulation in North Carolina. Twenty-five years have passed since the 1983 enactment of the North Carolina Social Work Certification and Licensure Act. At that time, certification across all categories of practice was voluntary. Certification (CCSW) for all those engaged in clinical social work practice became mandatory in 1991, and the clinical practice credential was then changed to a license (LCSW) in 1999.

Today, certification and licensure in North Carolina are offered across five categories of practice: Certified Social Worker (CSW); Certified Master Social Worker (CMSW); Certified Social Work Manager (CSWM); Provisional Licensed Clinical Social Worker (P-LCSW); and, Licensed

Clinical Social Worker (LCSW). Of these, all remain voluntary except for the LCSW and the P-LCSW credentials respectively, which are required for workers engaged in the practice of clinical social work.

The Board has issued over 12,000 credentials to social workers across the state over these past 25 years, and of these, over 6,000 remain on active status today. The attainment of certification or licensure in North Carolina represents professional recognition and validation of your social work knowledge and practice competence at a level consistent with professional standards established throughout the United States and Canada. Congratulations to all of you who have achieved and maintained professional credentialing in North Carolina.

We at the Board recognize that these are challenging times for social workers. There are fewer resources, more demands, and greater accountability for social work services than ever before. Changes in the state mental health system have impacted the delivery of social work services significantly. In this system, provisional licensees struggle to find jobs and the clinical supervision needed for facilitating their professional journey toward attaining the LCSW credential. County departments of social services grapple with a shortage of social workers to fill their many vacancies.

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NCSWCLB MEMBERS

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PROFESSIONAL MEMBER
1st Term Expires: 6/30/11

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OFFICE HOURS
9 A.M. TO 5 P.M.
MONDAY-FRIDAY

DUAL RELATIONSHIPS AND BOUNDARIES

JANET URMAN, MSW, LCSW, BCD

As social workers, we learn early on about the importance of maintaining appropriate boundaries with clients, as well as the real and potential conflicts of engaging in dual relationships, yet the Board continues to receive complaints entailing these specific violations on a regular basis. Frederic Reamer (*Tangled Relationships*, 2001) states, "...boundary issues arise when human service professionals encounter actual or potential conflicts between their professional duties and their social, sexual, religious or business relationships."

According to the NASW Code of Ethics, 1.06 (c) definition, dual or multiple relationships occur "...when social workers relate to clients in more than one relationship, whether professional, social or business. Dual relationships can occur simultaneously or consecutively." The code states, "Social workers should not engage in dual or multiple relationships with clients or former clients in which there is a risk of exploitation or potential harm to the client. In instances when dual or multiple relationships are unavoidable, social workers should take steps to protect clients and are responsible for setting clear, appropriate and culturally sensitive boundaries."

Boundaries are necessary to a therapeutically successful and ethical client-social worker relationship. They serve to protect both client and therapist. They metaphorically encircle us to help keep "in" trust, consistency, objectivity and clarity of role, and to keep "out" the reality or perception of conflict of interest, abuse of power, and role confusion.

Power is always inherent in the client-social work relationship. Many in our profession, especially, but not exclusively, those newer to it, see themselves as nurturers, and may deny or reject the reality of their power in the clinical relationship. While we assert the concept of social worker and client being equal as human beings, it is crucial to recognize the inequality in roles. The client comes to us with need and vulnerability, (in addition to strength and courage) and often sees the social worker as an authority figure to whom he/she is looking for guidance, acceptance and/or concrete help. Good boundaries create restraints against the social worker's intentional or inadvertent misuse of that power.

When we think of dual relationships and boundary violations, the prohibition against sexual relationships between social worker and client is often the first that comes to

mind. While this constitutes a clear ethical violation, a blatant misuse of the social worker-client relationship, and exploitation of the client, there are many other more subtle violations. If the action is for the social worker's gain, it constitutes a conflict of interest, and is a misuse of power and the therapy relationship. When an action appears to be in the interest of the client, we must be much more vigilant.

Our mandate is to work towards and make decisions that are in the best interest of our clients, putting their needs before our own. This implies a degree of self-knowledge and awareness such that when our self-interest is activated, we recognize but do not act on it. Some examples include establishing a personal relationship with the client, giving or lending money to the client, and offers to house or hire a current or former client or family member of a client.

Case Example:

SW had seen couple to help deal with conflicts in blending their families. One of the couple was unemployed; thus finances were an ongoing struggle. After two months' treatment, they decided to end their relationship and couple's work was terminated. Months later unemployed member saw social worker's ad for an office assistant and contacted social worker, who offered former client the job. Former partner brought an ethics complaint against the social worker, who was found in violation of N.C. Administrative Code on social work [21 N.C.A.C. 63 .0504 (f.) (h)].

The social worker thought because she had terminated with the client, it did not constitute a dual relationship. She rationalized that she was helping the former client to gain employment. She did not recognize that this changed the therapeutic relationship for both former clients; objectivity would be compromised should the client/employee wish to resume treatment, and would likely change the former partner's trust in the social worker. Confidentiality was compromised and there was both the perception and reality of the social worker benefiting from this arrangement.

Most telling was the social worker's comment that she had discussed some of these issues with the former client "who did not think it would be a problem." It is ALWAYS the social worker's responsibility to be aware of and to set the appropriate boundaries.

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2008 PROPOSED RULE CHANGES

MICKI LILLY, MSHE, EXECUTIVE DIRECTOR

The North Carolina Social Work Certification and Licensure Board (“Board”) will hold a public hearing on Friday, October 3, 2008 to receive comments on proposed rule amendments and adoptions. The Board published Notice of Text in Volume 23, Issue 3 of the North Carolina Register on August 1, 2008 which included notice of this public hearing and clarification that the comment period mandated by NCGS 150B would run through October 3rd.

The hearing will begin at 2:00 p.m. and will be held at the Board’s administrative office located at 1207 S. Cox Street, Suite F in Asheboro, NC. Questions regarding the public hearing should be directed to the Board’s Executive Director, Micki Lilly (1-800-550-7009) and written comments should be directed to the Board’s Secretary/Treasurer, Jerry W. Rhodes, MSW, CSWM, P.O. Box 1043, Asheboro, NC 27204.

The proposed rule amendments and adoptions may be viewed online at the Office of Administrative Hearings’ website, or viewed directly at <http://www.ncoah.com/rules/register>. To view the full text of the Rules affected, please link to the Volume 23, Issue 3 dated 08/01/08. The Rules pertaining to the Social Work Board begin on page 218 of the State Register; however, a summary of the proposed changes is provided below.

The Board is proposing the following amendments to existing Rules:

- **NCAC 63.0102:** Definitions are added in to clarify what the Board expects during the 2 years of post MSW supervised practice “experience.” Definitions are provided for “clinical social work experience,” “diagnosis,” “clinical case management,” and “treatment.”
- **NCAC 63.0204:** We have proposed an amendment to support the current practice of requiring 3 references for ALL application levels.
- **NCAC 63.0211:** The Board is proposing to eliminate the restriction applied to allowing provisional licensees to acquire no more than 1500 hours of clinical practice experience in a single year. In addition, to insure that provisional licensees are supervised by a LCSW licensee who is competent, we have proposed that the supervisor must be in “good standing,” requiring that any supervisor who has had a disciplinary matter before this Board or other board or professional organization receive explicit written permission from the Board to be considered an “appropriate supervisor” for provisional licensees.
- **NCAC 63.0213:** To accommodate what we expect would require more than 30 days of licensure in the event of a natural disaster, we are proposing an increase to the amount of time we may issue a temporary license from 30 days to 6 months.
- **NCAC 63.0302:** We are proposing to move toward a pass/fail system of reporting exam scores designed to cause less confusion when moving from one jurisdiction to another.
- **NCAC 63.0401:** The amendment only reorganizes the language making it less confusing; and removes the option of “self-directed learning projects” in favor of “distance learning” options that have been pre-approved by ASWB or NASW-NC.
- **NCAC 63.0403:** The amendment only proposes to remove the out-dated language which described the fees prior to 6/30/2000 and reassigns the paragraph delineation.
- **NCAC 63.0509:** The amendment supports the statute that was enacted in August 2007 requiring that a social worker display his or her license or certificate at the SW’s primary place of practice.

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DUAL RELATIONSHIPS AND BOUNDARIES

A more appropriate way of handling this situation would have been for the social worker to acknowledge that her professional code of ethics prevented her from entering into a secondary relationship, even with a former client. She could have sensitively stated that under different circumstances she would have been glad to interview her for the job. However, given their former therapeutic relationship, she (social worker) wished to maintain and preserve the client-therapist relationship should the need for such arise in the future. While the client may have been disappointed, trust and clarity of role would have been maintained.

There are practical as well as clinical compromises that occur when professional boundaries are crossed. To practice well and to serve our clients well, in addition to protecting ourselves, it is wise for us to have a working knowledge of our code of ethics. There are many dual relationships that constitute a clear ethical violation and others, those that do not exploit or coerce the client, which may or may not constitute an ethical violation. If you are uncertain, if you have that little nagging doubt that you don't usually have, do seek consultation or supervision. There are helpful books that speak to the subtleties of these issues (see below) and you may contact your Board's Ethics Director, Richard Ferris, MSW, LCSW, at 866-397-5263.

.0504 RESPONSIBILITIES IN PROFESSIONAL RELATIONSHIPS *[in part]*

- (a) Social workers shall not misuse their professional relationships sexually, financially or for any other personal advantage. They shall maintain this standard of conduct toward all who are professionally associated with them such as clients, colleagues, supervisees, employees, students and research participants.
- (b) Social workers shall inform clients of the extent and nature of services available to them, as well as the limits, rights, opportunities and obligations associated with service which might affect the client's decision to enter into or continue the relationship.

[Sections (c) and (d) omitted]

- (e) Social workers shall respect the integrity, protect the welfare, and maximize self-determination of clients they serve. They shall avoid entering treatment relationships in which their professional judgment will be

compromised by prior association with or knowledge of a client. Examples include treatment of one's family members; close friends; associates; employees; or others whose welfare could be jeopardized by such a dual relationship.

- (f) Social workers shall not initiate, and shall avoid when possible, personal relationships or dual roles with current clients, or with any former clients whose feelings toward them may still be derived from or influenced by the former professional relationship. When a social worker may not avoid a personal relationship with a client, the social worker shall take appropriate precautions, such as documented discussion with the client about the relationship, consultation or supervision to ensure that the social worker's objectivity and professional judgment are not impaired. In instances when dual or multiple relationships are unavoidable, social workers shall set clear and culturally sensitive boundaries.
- (g) Social workers shall not engage in sexual activities with clients or former clients.
- (h) Social workers shall be solely responsible for acting in accordance with Chapter 90B of the General Statutes and these Rules in regard to relationships with clients or former clients. A client's or former client's initiation of a personal, sexual or business relationship shall not be a defense by the social worker for failing to act in accordance with GS 90B and these Rules.

Additional Reading:

Code of Ethics of the National Association of Social Workers, Revised 1999.

Reamer, Frederic G., *Ethical Standards in Social Work*, 2nd Ed., NASW Press, 2006.

Reamer, Frederic G., *Tangled Relationships*, Columbia University Press, 2001.

Strom-Gottfried, Kim, *Straight Talk About Professional Ethics*, Lyceum Books, Inc., 2007. ❖

PLEASE ADVISE THE BOARD OFFICE OF ANY CHANGES IN NAME, ADDRESS, HOME AND WORK TELEPHONE NUMBERS AS SOON AS POSSIBLE!

ANNUAL REPORT

July 1, 2006 – June 30, 2007

Pursuant to NCGS § 93B-2, all occupational licensing boards are required to file an annual report with the Secretary of State, the Attorney General and the Joint Legislative Administrative Procedure Oversight Committee. Below is a copy of the Annual Report submitted by the North Carolina Social Work Certification and Licensure Board reflecting activity for the period beginning July 1, 2007 through June 30, 2008. The following Board members were seated during that period:

William Lamb, MSW, CMSW: Chair, Professional Member
Pat Heard, MSW, LCSW: Vice-Chair, Professional Member (Private Sector)
Ron Penney, MPA: Secretary-Treasurer, Public Member
Jerry Rhodes, MSW, CSWM: Professional Member (Public Sector)
Leon Maynor, BA: Public Member
Deana Morrow, Ph.D., LPC, LCSW, ACSW, Professional Member (Educator)
Janet Urman, MSW, LCSW, Professional Member (Private Sector)

The NCSWCLB met on a monthly basis to complete the duties and functions as assigned by Chapter 90B, Social Worker Certification and Licensure Act, North Carolina General Statutes.

A. Activity for the period 7/1/07 through 6/30/08 Total number processed

1. Applicants for examination:	584
2. Applicants denied examination:	02
3. Applicants sitting for examination (any level):	557
4. Applicants passed Bachelors level exam:	02
5. Applicants failed Bachelors level exam:	05
6. Applicants passed Masters level exam:	01
7. Applicants failed Masters level exam:	05
8. Applicants passed Advanced Generalist level exam:	00
9. Applicants failed Advanced Generalist level exam:	00
10. Applicants passed Clinical level exam:	308
11. Applicants failed Clinical level exam:	233
12. Applications for certification/licensure received:	937
13. Applicants issued initial certification/licensure:	968
14. Applicants issued certification/licensure by comity:	148
15. Certificates/licenses suspended or revoked through disciplinary action:	07
16. Certificates/licenses terminated for any reason:	123
17. Certificates/licenses currently listed as non-practicing:	108
18. Applications for certification renewal:	2496

B. Current Number of Certificates/Licenses by Level on June 30, 2008

Level A – Certified Social Worker	Active	215
Level B – Certified Master Social Worker	Active	172
Level C – Licensed Clinical Social Worker	Active	4570
Level C – Provisional Licensed Clinical Social Worker	Active	1285
Level H – Certified Social Work Manager	Active	35
TOTAL CERTIFICATIONS	Active	6277

- C. The Board continues to maintain on site and through a web listing, MSW/LCSW Clinical Social Workers willing to supervise P-LCSW licensees as they work toward full licensure. This roster is updated annually.
- D. The Board, in a coordinated effort with the North Carolina Chapter of the National Association of Social Workers (NASW-NC), continues to participate in the provision of training for continuing education directed toward clinical supervision.
- E. The Board maintains a license/certification search engine on their website for verification of current credentials.

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ANNUAL REPORT

- F. Board members made fourteen (14) presentations in response to requests from various agencies, school systems, social work organizations and Schools of Social Work. Topics included Social Work Certification and Licensure, Ethics, NCSWCLB Expectations for P-LCSW Clinical Supervisor, Legislative Changes, and NCSWCLB/NASW-NC collaborative efforts.
- G. The Board acted upon sixty-five (65) ethical complaints against social workers under NCGS § Chapter 90B, the North Carolina Social Worker Certification and Licensure Act. While the Board continued to receive and respond to telephone complaints, forty (40) written complaints were received. Investigations were initiated in nineteen (19) matters that came before the Board. Of the complaints acted upon, the Board issued a Letter of Caution or Concern in eleven (11) matters, twenty-four (24) allegations were unsubstantiated, and sixteen (16) matters were closed with no action. Six (6) cases were presented to the Board through the administrative hearing process. The Board suspended one (1) license, six (6) licenses were revoked, three (3) licensees were placed on probation, and two (2) licensees were reprimanded. The Board entered into a non-disciplinary consent agreement in eleven (11) matters before the Board. The Board also ordered a Mental Health and/or Substance Abuse assessment for three (3) licensees or applicants, and restored two (2) licenses to good standing in response to compliance with a Board order.
- H. The Board made significant progress toward reaching a number of goals, including legislative changes that enhance public protection by eliminating exemptions from licensure for clinical social work practice, requiring social workers to display their credential in their primary place of practice, providing minimum guidelines for records retention, requiring social workers to cooperate fully and in a timely manner with the Board in inquires and investigations, and providing assurance of competent practice by provisional licensees through requiring successful examination at the clinical level to be eligible for renewal of that license. The Board has prepared and submitted for publication a number of proposed amendments and adoptions to the Rules governing social work practice in North Carolina to provide clarification of the work experience required for obtaining the LCSW credential and to provide guidelines to social workers who wish to form a professional corporation or professional limited liability company.
- I. In August 2007, the Board implemented a new filing system that satisfies the need for additional filing space and easy access to credentialing files.
- J. The Board continues to collaborate with the professional associations to address the unique challenges faced by provisional licensees seeking appropriate clinical practice experience within the framework of mental health reform.
- K. The certification and licensure database has been converted to a new licensing software program which continues to be refined to provide automatically generated documents and reports needed to meet the demands of the Board.
- L. Board members attended training regarding ethics and conflict of interest and lobbying provided by the State Ethics Commission as required by all public servants under the State Government in Ethics Act regulations.
- N. Board members attended a retreat in January 2008. Representatives from the Association of Directors of Social Services, NASW, and NCSCSW were invited for a collaborative discussion of the problems faced by provisional licensees in finding appropriate clinical social work supervision and experience opportunities. Board members were updated on information regarding administrative and ethics activities and long range goals were reviewed. ❖

Continuing Education Audit Announcement

The Board will begin the annual Continuing Education Audit for the 2008 renewals shortly. A representative sample will be randomly selected from the nearly 2700 renewals received this year. Individuals whose certification/licensure renewal is selected for audit will be contacted by mail and provided with a date by which to submit documentation of their continuing education activity submitted for renewal of their credential.

Please make sure you are able to access your records in order to provide objective verification of your participation in all continuing education activities submitted to the Board. Objective verification requires a CEU certificate or a certificate of attendance which shall include your name, the title of the course, the date the course was offered and the hours of credit received. ❖

A JOINT LETTER FROM NASW-NC and the NC SOCIAL WORK LICENSURE BOARD

September 15, 2008

Dear P-LCSW Licensee:

In response to the recent changes in the "incident to" billing and H code policies issued by the Division of Mental Health/Developmental Disabilities/Substance Abuse Services (DMH/DD/SAS) and the Division of Medical Assistance (DMA), we at NASW-NC and the North Carolina Social Work Certification and Licensure Board are sending you this letter to address some of the concerns you have shared.

As of this writing, both "incident to" billing and H codes are methods by which P-LCSW licensees may bill for services. You can find the most current information, including recent communication bulletins and the Secretary's announcement regarding H codes, on the NASW-NC website at <http://www.naswnc.org/pages/advocate/index.html>. NASW-NC also offers to its members a P-LCSW listserv for the sharing of information about issues of concern to P-LCSWs. To join the listserv email Jack Register, Director of Advocacy & Legislation, at naswncadvocacy@naswnc.org.

As a P-LCSW in North Carolina, you are a licensed clinician. Under appropriate supervision you are entitled to provide the full scope of clinical social work practice that your training and experience allows. P-LCSWs are also eligible to be employed in North Carolina as a Qualified Professional (QP) without the otherwise required additional year of experience.

In pursuing the required documented clinical social work experience for obtaining the LCSW credential, please keep in mind that your job duties—more so than simply your job title—will be important for determining your clinical social work practice experience. Both the Licensure Board and NASW-NC are aware that, within the framework of reform, two Social Workers may be hired into similar positions with one providing clinical services (licensee) and the other providing non-clinical services (unlicensed provider). P-LCSWs must be authorized by their employer to engage in clinical social work practice; they must obtain consent for treatment/intervention from all clients or their legally authorized representatives; and, they must demonstrate in their clinical duties that they are diagnosing, treating, and terminating with clients using the full scope of clinical social work practice skills as defined by state law. The statutes and regulations governing social work practice in North Carolina are available to you on the Licensure Board website at <http://www.ncswboard.org/>.

We encourage you to share the information in this letter, along with additional practice issues you encounter, with your clinical supervisor. Given that your clinical supervisor is responsible for overseeing your clinical practice, it is vital that he or she know and understand your clinical practice activities.

In closing, we enthusiastically commend you on choosing Social Work as your profession. The work you do for the citizens of North Carolina is invaluable. We recognize that being a clinical social worker in this time of system transformation is uniquely challenging and stressful. To that end, we affirm to you our ongoing commitment to work collaboratively in support of social workers and the social work profession across the state.

Sincerely,

Kathy Boyd, ACSW, CMSW
Executive Director, NASW-NC

Deana F. Morrow, PhD, LPC, LCSW, ACSW
Board Chair, NCSWCLB

EXAMINATION WRITERS SOUGHT

The Association of Social Work Boards (ASWB), which develops and maintains the social work licensing exams, is seeking examination question writers for training in 2009. Writers are paid \$1,000 for attending a weekend training and submitting 30 acceptable questions.

Writers should have a degree in social work, a social work license, and the willingness to produce 30 questions that are accepted by an editor, over six to eight months. They must also be available for training in Virginia June 26-28. Travel, meals and lodging expenses for the training are paid by ASWB. Writers will be chosen for demographic balance as well as credentials and expertise. Social workers with all levels of social work education, licensure, and experience are needed. Applicants will be asked to complete a short exercise via mail or e-mail to indicate probable success in writing questions.

To apply, send a letter of interest and a resume by December 31, 2008, to: Exam Writers, ASWB, 400 South Ridge Parkway, Suite B, Culpeper, VA 22701. For more information, contact Lavina Harless, lharless@aswb.org. Letters of interest and resumes may also be sent by e-mail to that address.

Governor Easley Appoints New Board Member, Emily Simmons



Emily Simmons
MSW, CMSW

The North Carolina Social Work Certification and Licensure Board welcomes new Board member, Emily B. Simmons, MSW, CMSW, ACSW, recently appointed to the Board by the Governor of North Carolina, the Honorable Michael F. Easley. Ms. Simmons obtained her MSW from the University of North Carolina in Chapel Hill, and currently serves as Care

Coordinator for the Quality and Care Coordination Department at Wilson Medical Center. We are excited that Ms. Simmons will be bringing to the Board a broad scope of social work experience in the medical field, as well as a history of Board service within

the medical services arena including Hospice of Wilson and Wilson County Mental Health Association. She has experience with a variety of community service organizations and currently serves on the Ethics Committee, and the Ethics, Rights and Responsibilities Section for the Joint Commission on the Accreditation of Healthcare Organizations (JCAHO), as well as the Cancer Care Committee and the Stroke Care Committee.

Ms. Simmons' appointment to the Board fills the vacancy created by William E. Lamb, MSW, CMSW whose second term with the Board ended June 30, 2008. While the Board will surely miss the contributions and diligent service of Mr. Lamb who served as Board Chair since July 2005, the Board looks forward to the wealth of professional knowledge and experience Ms. Simmons will bring. Congratulations and welcome to Emily Simmons. ❖

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2008 PROPOSED RULE CHANGES

In addition to the above amendments, the Board is also proposing to adopt regulations that provide guidelines which define the Board's responsibility as required by NCGS 55B for issuing a Certificate of Registration (COR) to social workers wanting to form a Professional Corporation or Professional Limited Liability Company. While the Board's role and responsibilities are outlined under NCGS 55B, there are no guidelines currently provided under our Administrative Code that define the expectations associated with this responsibility. The proposed adoptions would allow the Board to recoup some of the costs associated with processing requests for the COR. Since many social workers rely on the Statutes and Rules governing social work practice to be informed of expectations related to their license, the inclusion of guidelines through regulation will be helpful to those social workers interested in pursuing organization as a professional entity. An explanation of each proposed adoption is provided below:

- **NCAC 63.090:** Defines the Board's responsibility as required by NCGS 55B for issuing the Certificate of Registration (COR) to social workers wanting to form a Professional Corporation or Professional Limited Liability Company; and pursuant to NCGS 55B the Board is proposing to charge the fees allowed in order to recoup worker time and costs associated with insuring that social workers are in compliance with NCGS 55B & 57C. More time is required on the part of Board staff to read through Articles of Organization or Articles of Incorporation as well as keep an ongoing log of CORs in order to notify the Secretary of State when someone's COR has expired as required by NCGS 55B.
- **NCAC 63.0902:** This proposal outlines the requirements for renewal of the Certificate of Registration as authorized under NCGS 55B.
- **NCAC 63.0903:** Because the Secretary of State's office advised occupational licensing Boards to put something in writing if you expect licensees to notify you of any dissolved corporations or companies, we have included this proposed adoption to comply with what is expected of the Board under NCGS 55B.

Individuals wishing to object or comment on any of the proposed changes are reminded that they should be submitted in writing as prescribed in the Notice of Text with objections being directed to the Board's Executive Director and comments being directed to the Board's Secretary/Treasurer. All written submissions should be mailed to the Board's administrative office address at 1207 S. Cox Street, Suite F, Asheboro, NC 27203. Please also be advised that the deadline for receiving comments or objections will be October 3, 2008. ❖

Current Disciplinary Action

The North Carolina Social Work Certification and Licensure Board took action in 1998 to publish the names of social workers against whom complaints have been made and substantiated. This action was taken to provide protection to the public. Since the publication of the winter 1999 edition of *Update*, the following list of social workers has been reported to D.A.R.S. (Disciplinary Action Reporting System) and the National Practitioners Databank. For information regarding disciplinary action prior to the above date, or for public record information regarding any disciplinary action, please contact the Board office directly. Individuals who have been disciplined but who complied with Board mandates and have had their credential restored to good standing will be removed from this list. The discipline action remains in their history and certification/license search will reveal that the credential has been disciplined.

Applewhite, Tracey Coale	P003029	REVOKED 03/14/08
Bartlett, Deborah (Jody)	C002309	CENSURED/PROBATION 10/06/06
Blalock, Amy Clark	C003993	REPRIMAND 02/01/08
Cagle, Stan C.	C000796	SUSPENDED 08/05/04, Reinstated under PROBATION 12/1/07
Claxton, Pamela C.	B000556	REPRIMAND 08/04/06 License Restored to Good Standing 06/13/08
Clemons, Jr., Samuel D.	C000799	REVOKED 08/12/05
Cooksy, Douglas A.	C002390	REPRIMAND 09/05/08
Deese, Dalton W.	P002248	REVOKED 01/06/04
DeLauney, Katz	C004169	SUSPENDED 04/13/07
Edwards, Kobie Nia	P004624	PROBATION 06/13/08
Eubanks, Jane R.	C004104	REVOKED 07/16/04
Foss, Kelly Ann	C003068	SUSPENDED 01/10/03
Foushee, Nancy G.	C001404	REVOKED 03/14/08
Garis, Richard Douglas	C001939	REVOKED 03/04/05
Gould, David R.	C000416	SUSPENDED 12/12/03
Gramling, Margaret	C003298	PROBATION 10/5/07
Hager, Scott	C003706	SUSPENDED 12/12/03
Hammond, Theresa	P002936	REVOKED 07/09/07
Harper, Lisa Uranga	C004053	REVOKED 06/20/05
Harris, Jr., Aubrey Russell	C000703	SUSPENDED 12/10/04
Hiller-Tyree, Loretta	C000709	PROBATION 09/15/06
Hoffler, Jr., Thomas L.	C000519	SUSPENDED 12/10/04, REVOKED 11/03/06
Kali, Kathleen	P003074	REVOKED 12/01/06
Kasey, Yohminna K.	P003228	PROBATION 07/09/07
Knox, Walter E.	C002927	REPRIMAND 10/06/06 License Restored to Good Standing 7/11/08
Koehne, Patrick	C000447	SUSPENDED 12/22/06 SUSPENSION CONTINUED 11/02/07
Konnell, Alan	C000720	CENSURED 10/22/01
Leadem, Timothy	P003216	VOLUNTARY SURRENDER 10/5/07
Lovelace, Darryl	C005014	REVOKED 09/07/07
Martin, Lea	C000119	SUSPENDED 05/25/05, REVOKED 01/12/08
Masters, Cary J.	P002928	REPRIMAND/SUSPENDED 10/06/06
McDuffie, Emily E.	A000447	REVOKED 08/04/06
Merrill, Rebecca	C002485	CENSURE 02/25/00
Merrill-May, Rebecca	C002485	CENSURE 02/25/00
Purcell, Nora	C004891	REPRIMAND/SUSPENDED 12/01/06
Rosner, Karen M.	P002275	SUSPENDED 11/14/02
Ruiz, Peter Alan	C001830	REVOKED 06/17/02
Seals, Thomas	P004066	VOLUNTARY SURRENDER 07/11/08
Sweeting, Lucy G.	C001530	SUSPENDED 12/12/03
(Tate) Martin, Lea Almond	C000119	SUSPENDED 05/25/05, REVOKED 01/12/08
Taylor, Wesley E.	C003643	REPRIMAND 03/02/06
VanBuskirk, Priscilla A.	P003177	REVOKED 11/02/06
Watson, Madeline J.	C003680	REVOKED 12/10/07
Weathersby, Barbara	C000359	REPRIMAND 08/03/07
Wheaton, Jr., Bruce	C002485	REVOKED 06/14/01



(Continued from front page)

MESSAGE FROM THE CHAIR

DSS directors, along with NASW-NC and North Carolina colleges and universities, actively seek improved funding for the NC Child Welfare Collaborative in an effort to develop a new generation of child welfare workers. Health care social workers and school social workers strive diligently to deliver their services in climates of cost containment and reduction in social work positions.

In light of such times as these, please know that our goal is to provide efficient, reliable, and respectful service to all our constituents, including applicants for certification or licensure, those seeking renewal, those engaged in the investigation and resolution of ethics complaints, and the public. In doing so, we continue to welcome collaboration with NASW-NC, the NC Association of County Directors of Social Services, the NC Society for Clinical Social Work, and other social work stakeholders across the state.

On a personal note, I want to express my gratitude to my Board colleagues for allowing me the honor of stepping into the Board Chair role. I stand in the shadow of the two most recent chairs, Bill Lamb and Dr. Jackie Claes, both of whom have been generous mentors to me. In further honoring the twenty-fifth anniversary of social work cer-

tification/licensure in North Carolina, I also acknowledge the service of other previous Board chairs: Almon Carr, Patricia Ramsey, Andrea Benfield, Dr. Connie Kledaras, Dr. Carl Mumpower, Wilburn Hayden, Jr., and William Gill Henry. Each of these men and women served the Board and the public with distinction. And finally, I gratefully acknowledge the leadership of our Executive Director, Micki Lilly, who is a walking encyclopedia of all that relates to social work certification and licensure in North Carolina. She and our incredibly capable Board staff are the real nuts and bolts behind all we do as a Board. ❖

NCSWCLB MEETING SCHEDULE

For Remainder of the 2008 Calendar Year

Friday, October 3 (Public Hearing on Proposed Rules, 2:00 p.m.)
Friday, October 10*
Friday, November 7
Friday, December 5

Calendar Year 2009

Friday-Sunday, January 9-11 (Business Retreat in New Bern)

**Notes a change from previously published schedule.*

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