



# UPDATE

North Carolina Social Work Certification and Licensure Board

SPRING – FALL 2011

## MESSAGE FROM THE CHAIR

### The Gavel Is Passed

*In June, the Board bid farewell to two exiting members whose second term expired on June 30, 2011, and welcomed two new appointees (See article on page 8). Dr. Deana F. Morrow served as Board Chair since July 2008 and her final "Message from the Chair" is included in this joint edition of the Board's newsletter, along with a greeting from new Board Chair, Emily B. Simmons.*



*Emily B. Simmons, MSW, CSWM, ACSW*

**I** am honored to have been appointed to the NCSWCLB three years ago and to have been elected chair this past July. It is with humble heart and no small amount of trepidation that I follow Dr. Deana F. Morrow as Board Chair. Deana served the past three years with a clear vision of the issues facing the licensing board, masterful organizational skills, and a gentle but firm gavel when needed.

Her strong leadership is evident in the message below where she presents the



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

**B**oard operations are funded entirely by application, certification, and registration-related fees, the most current of which have been in place for the past twelve years (since 1999). Through prudent financial management and efficient operation, the Board has provided an increasing volume of services over these past twelve years without seeking an increase in fees.

The services of the Board have grown significantly since current fees were enacted in 1999. As the number of certified and

### NCSWCLB MEMBERS

**EMILY B. SIMMONS**  
MSW, CSWM, ACSW  
CHAIR  
PROFESSIONAL MEMBER  
2nd Term Expires: 06/30/14

**NANCY J. MERCER**  
MSW, LCSW, LCAS  
VICE-CHAIR  
PROFESSIONAL MEMBER  
1st Term Expires: 06/30/13

**MARY A. "GÉ" BROGDEN, MPA**  
SECRETARY-TREASURER  
PUBLIC MEMBER  
1st Term Expires 06/30/12

**PATRICIA M. MORSE, PhD,**  
MSW, LCSW  
PROFESSIONAL MEMBER  
1st Term Expires: 06/30/14

**ALFRED BRYANT, JR., PhD,**  
LPC, PUBLIC MEMBER  
1st Term Expires: 06/30/12

**JOANNE SOBOLEWSKI, MSW,**  
ACSW, LCSW, DCSW, CSWM  
PROFESSIONAL MEMBER  
1st Term Expires: 06/30/13

**NATHAN BEROLZHEIMER,**  
MSW, LCSW  
PROFESSIONAL MEMBER  
1st Term Expires: 06/30/14

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Website: [NCSWBOARD.ORG](http://NCSWBOARD.ORG)

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

(Continued on page 2)

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(Continued from front page)

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## MESSAGE FROM THE CHAIR

current fiscal challenges we face and what we have done over the past months to manage both conservatively and responsibly the tasks this Board administers. We are all grateful to Deana for her six years of service to the Board and to the State of North Carolina.

Janet Urman, LCSW, also graduated from the Board in July after serving six years. Janet always provided thoughtful clinical insights to the many difficult situations presented to us. As a clinician in private practice, she had firsthand knowledge of the issues facing social workers today and also of specialized treatment modalities. She shared this wisdom as we evaluated a growing number of ethical com-

plaints filed against social workers. During her time on the Board, she also contributed multiple constructive articles to our newsletter focusing on clinical issues which we saw reflected in the complaints brought before us. Her knowledge and willingness to share will be missed by us all.

We are very excited about our new Board members who were appointed by the governor in July. Dr. Patricia Morse, LCSW and Nathan Berolzheimer, LCSW are introduced to you on page 8. We welcome them and assure you that they arrived with skills, talents and knowledge which they are already using to contribute to our discussions and work. Welcome Pat and Nathan! ❖

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## MESSAGE FROM DEANA F. MORROW

licensed workers has increased, so too has the volume of services rendered by the Board. Applications for certification and licensure received in FY 2009-2010 were more than double those received when current fees were established. The number of ethics complaints received by the Board has nearly tripled since 1999. The cost of ethics investigations, legal fees, staff wages, office space rent, supplies, and utilities have increased with the times.

Given the growing challenges of attempting to maintain present day operations at 1999 fees, I appointed an ad hoc Fiscal Sustainability Committee to assess Board expenses, revenues, and staffing needs for the purpose of ensuring quality operations and fiscal solvency for the years ahead. That committee spent the entire year of 2010 reviewing both the fiscal and organizational functioning of the Board and presented its findings at the 2011 Board annual retreat.

In light of the Committee's findings and related Board discussion, the following cost-saving measures have been enacted:

- The Board on-site meeting schedule has been reduced from twelve to eight meetings per year;
- The newsletter has been converted from paper and postage dissemination to electronic dissemination;
- Postage costs have been reduced by sending card notices, rather than packets, for renewal and exam registration information;
- The dissemination of public records has been shifted from paper to electronic dissemination;
- The Board has instituted proactive negotiations regarding office rental fees for Board operations;
- We developed a contract with the Association of Social Work Boards to complete continuing education audits to replace the higher cost of having audits completed by locally contracted service providers;
- Staff wages have remained the same (no increases) for two years; and,
- Ethics investigation staffing has been restructured to hire a .75 FTE on-site ethics investigator in place of the more costly hourly rate used for multiple part-time investigators.

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(Continued on page 3)

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## MESSAGE FROM DEANA F. MORROW

Prudent fiscal management over time and diligent cost saving measures such as the ones I have described have resulted in economical and efficient operations and delayed an increase in fees for more than twelve years. However, the findings of the Fiscal Sustainability Committee are clear in noting that the Board cannot ensure continued quality operations and fiscal solvency for the future by continuing to operate at 1999 fee levels. Therefore, the Board is preparing to propose a modest fees increase to the General Assembly in the coming months.

In recent months we have been in discussions with the leadership of NASW-NC and the NC Society of Clinical Social Workers to share the findings of the Fiscal Sustainability Committee and to seek their input in anticipation of a possible fees increase proposal. Their feedback has been useful in helping us be ever mindful of the personal impact of higher fees. So, it is with mindful awareness of the financial impact for certified and licensed social workers, combined with our careful commitment to fiscal responsibility that we proceed, for the first time in twelve years, toward proposing a fees increase. We ask for your understanding of this much needed action to ensure continued financial solvency for social work regulatory functions in North Carolina.

As we embark on this venture, I find that my term of service on the Board has concluded. This journey has been a wonderful professional and personal experience for me. I am immensely grateful for the wonderful people I have met across our great state. Your individual and collective idea sharing and thoughtful feedback about social work practice issues, certification, and licensure have significantly informed Board discourse in how we can best carry forth our public mandate.

I am grateful for all the Board colleagues with whom I have served over these past six years. Each is a respected colleague and now a friend. I thank Micki Lilly and the Board staff for their excellence and accuracy in carrying out their duties as a staff far fewer in number than the demand of services they deliver. As I pass the gavel to new Board Chair, Emily Simmons, I wish her, my Board and staff colleagues and all of you Godspeed for the road ahead. ❖

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## NEWS from ASWB

### **EXAM FEE POLICY CHANGE EFFECTIVE JANUARY 1, 2012:**

The Association of Social Work Boards (ASWB) which develops and maintains the social work licensing examination used by the North Carolina Social Work Certification and Licensure Board will implement a policy change regarding payment of exam fees, effective January 1, 2012. This change does ***NOT*** reflect a cost increase, only a change in how payment is made.

Currently, the N.C. Board has required that applicants and provisional licensees requesting to sit for the ASWB examination pay the exam fee to the North Carolina Board which included the cost of the exam plus an additional \$40 processing fee to cover staff time and costs associated with preparing, printing and mailing eligibility information.

With the pending change in ASWB policy, the N.C. Board's policy will also change effective January 1, 2012 whereby applicants and provisional licensees who submit their request to sit for the exam on or after January 1<sup>st</sup> will submit only the processing fee of \$40 to the North Carolina Board, and will be required to pay ASWB directly for the cost of the exam at the time of registration.

This change in policy does not change the requirement that social workers must first submit an application for Certification or Licensure to the N.C. Board for review to determine eligibility for examination and credentialing. Upon approval of an application, social workers will be informed as they always have been, of Exam Candidacy Approval. ***The process***

**will change at that point.** When the applicant or provisional licensee is ready to initiate the exam process, they will be required to submit the \$40 processing fee to the N.C. Board along with their request to sit for the appropriate level exam. Upon receipt of the processing fee, the N.C. Board will notify ASWB of the candidate's eligibility and provide written instruction to the social worker of the registration process through ASWB.

Upon receipt of the written instructions for registration, social workers will follow the directions provided to register and pay for the exam directly with ASWB.

**Prior to 1/1/12:** Full payment (which includes the cost of the exam plus \$40 processing fee) is made to the N.C. Social Work Certification and Licensure Board at the following rates:

- Bachelor & Master level examinations \$270
- Clinical & Advanced Generalist level examinations \$300

**On or after 1/1/12:** Processing fee of \$40 is paid to the N.C. Social Work Certification and Licensure Board. Upon receipt of the processing fee and notification of the registration process, payment of the exam fee is paid directly to ASWB at the following rates:

- Bachelor & Master level examinations \$230
- Clinical & Advanced Generalist level examinations \$260

## **EXAMINATION WRITERS SOUGHT:**

The Association of Social Work Boards (ASWB) is seeking qualified social workers to write questions for the licensing tests used in the United States and Canada.

Interested applicants must have a degree in social work, a currently-valid social work license, be currently practicing social work (teaching social work courses is also considered practice), and have the ability to produce 30 multiple choice questions that meet ASWB standards.

All writers must attend a training session, typically held during the last weekend in June, with food, lodging and travel expenses paid by ASWB. All writers must be able to work with computers and email.

Social workers from all levels of social work education, licensure, and experience are needed. Writers from diverse demographic and practice backgrounds are encouraged to apply. Selections are limited to 20-25 writers. Successful applicants will be paid \$1,000 for a set of 30 test questions determined to meet ASWB standards, written over a six to eight month time frame.

Applicants must complete all screening documents and supply other information via email by December 31, 2011 to be considered. Visit [www.aswb.org](http://www.aswb.org) for more information and application materials.

## **EXAM PASS/FAIL RATES FOR NORTH CAROLINA AND NORTH AMERICA:**

The information in the two tables below is provided by the Association of Social Work Boards with whom this Board contracts for professional examination services. As you consider the information, please be aware that the best indication of a true pass rate is the first-time test takers rather than the total group. In addition, percentages of pass and fail are most representative of groups of candidates totaling more than 200. Generalizations should not be made from rates for groups with less than 100 candidates.

**Pass/Fail Rates in North Carolina (NC) in 2010**

<b>Exam Category and Group Type</b>	<b>Total Number of Candidates</b>	<b>Pass Rate</b>	
		<b>Number</b>	<b>Percentage</b>
<b>Associate</b> First-Time Repeat Group Total Group			
<b>Bachelors</b> First-Time Repeat Group Total Group	7 3 10	4 0 4	57.1 0.0 40.0
<b>Masters</b> First-Time Repeat Group Total Group	8 1 9	5 1 6	62.5 100.0 66.7
<b>Advanced Generalist</b> First-Time Repeat Group Total Group			
<b>Clinical</b> First-Time Repeat Group Total Group	526 310 836	354 84 438	67.3 27.1 52.4
<b>TOTAL</b>	<b>855</b>	<b>448</b>	<b>52.4</b>

**North American Pass/Fail Rates for the ASWB Examinations 2010**

<b>Exam Category and Group Type</b>	<b>Total Number of Candidates</b>	<b>Pass Rate</b>	
		<b>Number</b>	<b>Percentage</b>
<b>Associate</b>			
First-Time	79	59	74.7
Repeat Group	19	7	36.8
Total Group	98	66	67.3
<b>Bachelors</b>			
First-Time	3,175	2,476	78.0
Repeat Group	767	251	32.7
Total Group	3,942	2,727	69.2
<b>Masters</b>			
First-Time	10,734	7,974	74.3
Repeat Group	4,878	1,217	24.9
Total Group	15,612	9,191	58.9
<b>Advanced Generalist</b>			
First-Time	202	117	57.9
Repeat Group	83	20	24.1
Total Group	285	137	48.1
<b>Clinical</b>			
First-Time	9,923	7,401	74.6
Repeat Group	4,225	1,370	32.4
Total Group	14,148	8,771	62.0
<b>TOTAL</b>	<b>34,085</b>	<b>20,892</b>	<b>61.3</b>



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## TECHNOLOGY FACILITATED SERVICES

RICHARD D. FERRISS, MSW, LCSW, CSWM, ETHICS DIRECTOR

One of the hallmarks of recent times is the rapidly increasing use of the internet, computers, and electronic media in personal and professional life. The Board has developed a more detailed Position Statement on Technology Facilitated Services that is available for downloading from the Board's website at [www.ncswboard.org](http://www.ncswboard.org). This article reviews some of the main points.

Essentially, professional use of electronic media, such as computers and remote audio/video communications introduce new venues with their own regulatory, competence and confidentiality characteristics. Because these services occur beyond the confines of the more secure office setting, additional needs and precautions apply.

Regulatory concerns begin with the basics. If a clinician is providing services via electronic means to a client in another state, the clinician should ensure that she or he is aware of and in compliance with the regulatory requirements in both states, including whether a license is *required*, as a recent review finds significant regulatory variation from state to state. For example, you might be required by the other state to maintain a website with your contact information, credentialing and types of services offered.

Areas to evaluate when offering these clinical services include your modality-specific competence and the assessment of the client to ensure that the services offered are the appropriate modality for the specific needs of the client. Are there diagnostic or cultural factors to consider? Are you and your client able and willing to use these services? Are confidentiality measures adequate? Does the consent for treatment address the mode of treatment and the associated needs/risks? Do you and your client have alternate contact information and a plan should the electronic communications fail? Is a crisis plan needed? How are goals formulated, addressed and assessed? What are the documentation requirements? Are business practices clear? Is billing service-specific? How is data stored and transmitted? Are there additional administrative requirements? Are you aware of and in compliance with HIPAA requirements? Is tech support available?

To add a related point, it is also important to differentiate between personal use of media (such as social networking sites) versus professional use, to avoid a blurring of your personal and professional boundaries with clients, and to protect against potential breaches of confidentiality for the client.

While this is not an exhaustive list, we hope it is useful for consideration when using these technologies. The goal remains safe, ethical and appropriate practice. Thank you. ❖

## NCSWCLB MEETING SCHEDULE

The Board currently meets at least eight times during the year beginning at 9:30 a.m. Unless otherwise specified, meetings take place at the Administrative Office located at 1207 S. Cox Street, Suite F, in Asheboro, North Carolina. Upcoming meetings are scheduled for the following dates:

November 4, 2011  
December 2, 2011  
February 3-5, 2012 (Board Business Retreat)  
March 9, 2012  
May 4, 2012

June 1, 2012  
August 3, 2012  
September 7, 2012  
November 2, 2012  
December 7, 2012

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## Governor Perdue Appoints New Board Members

The North Carolina Social Work Certification and Licensure Board welcomes two new Board members and the return to service for one current member, Emily B. Simmons, MSW, CSWM, ACSW who was reappointed to a second term of service on the Board. Dr. Patricia M. Morse, PhD, MSW, LCSW and Nathan Berolzheimer, MSW, LCSW, were also recently appointed to the Board by the Governor of North Carolina, the Honorable Beverly Perdue. These three appointments fill professional member positions on the Board as required by N.C. Gen. Stat. 90B.

The two new appointments fill vacancies created by long standing Board members, Dr. Deana F. Morrow, Ph.D., LPC, LCSW, ACSW, and Janet Urman, MSW, LCSW, whose terms expired on June 30, 2011. Both Dr. Morrow and Ms. Urman served two consecutive terms on the Board with Dr. Morrow serving as past Chair. While we will surely miss the contributions and diligent service of both Dr. Morrow and Janet Urman, the Board is grateful for the continued service of current Chair, Emily Simmons and looks forward to the wealth of professional knowledge and experience Dr. Morse and Nathan Berolzheimer will bring. Congratulations and welcome to Emily, Nathan and Patricia.

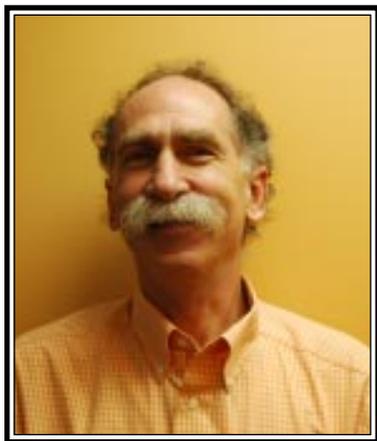


*Dr. Patricia Morse  
PhD, MSW, LCSW*

Dr. Patricia Morse received her MSW and PhD from Tulane University in New Orleans and resides in Cashiers, NC. She joined the faculty of Western Carolina University in 2007 and is currently Professor and Head of the Department of Social Work. Prior to her tenure at Western Carolina, Dr. Morse was a Professor of Psychiatry at LSU Medical School in New Orleans, LA. Dr. Morse is a Licensed Clinical Social Worker (LCSW), an educator, and a researcher.

As a practicing clinician for over 30 years, her specialties include family and couples therapy as well as individual and group therapy with children and adults. Her research has been funded by the National Institute on Drug Abuse (NIDA), National Institute of Mental Health (NIMH), National Institute of Allergy and Infectious Diseases (NIAID), Human Resource Services Administration (HRSA), Centers for Disease Control and Prevention (CDC), National Institute on Alcohol Abuse and Alcoholism (NIAAA), and the Substance Abuse and Mental Health Services Administration (SAMHSA).

She has conducted studies of male prostitutes, injection drug users, HIV-infected men and women, and the children of HIV-infected women, and has published widely in the fields of HIV, HCV, medication adherence, high risk health behavior, trauma, injection drug use and other substance use. She has served as a national consultant to the Veterans Administration, the Office of National Drug Control Policy and to numerous public health, mental health and substance abuse programs.



*Nathan Berolzheimer  
MSW, LCSW*

Nathan Berolzheimer received his BA from Tulane University in New Orleans, LA and his MSW from Florida State University in Tallahassee, FL. He is a Licensed Clinical Social Worker and a Licensed Marriage and Family Therapist, and has lived in North Carolina for almost 40 years.

He has practiced clinical social work for more than 35 years, which includes work at a community mental health center, as a medical social worker, as a medical school faculty member, and at a university student health center. He has been in full-time private practice in Chapel Hill for the past eight years.

Nathan specializes in working with adolescents and young adults, clients with substance abuse problems, and high conflict couples. In addition to his clinical experience, he brings to the Board experiences teaching ethics to social workers and physicians and as an ethics investigator. Prior to his appointment, Nathan was a part-time ethics investigator with the Board for five years. ❖

## ANNUAL REPORT: FY 10-11

Board: Deana F. Morrow, Ph.D., LPC, LCSW, ACSW, Professional Member (Educator)  
 Emily Simmons, MSW, CMSW, ACSW: Vice-Chair, Professional Member (Public Sector)  
 Mary A. (Gé) Brogden, MPA: Secretary/Treasurer Professional Member (Public Member)  
 Nancy J. Mercer, MSW, LCSW, LCAS: Professional Member (Private Sector)  
 Alfred Bryant, Jr., Ph.D., LPC: Public Member  
 Joanne Sobolewski, MSW, ACSW, LCSW, CSWM, DCSW: Prof. Member (Public Sector)  
 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.

<b>A. Activity for the period 7/1/10 through 6/30/11</b>	<b>Total number processed</b>
1. Applicants for examination: .....	967
2. Applicants denied examination: .....	03
3. Applicants sitting for examination (any level): .....	878
4. Applicants passed Bachelors level exam: .....	03
5. Applicants failed Bachelors level exam: .....	03
6. Applicants passed Masters level exam: .....	06
7. Applicants failed Masters level exam: .....	03
8. Applicants passed Advanced Generalist level exam: .....	00
9. Applicants failed Advanced Generalist level exam: .....	00
10. Applicants passed Clinical level exam: .....	469
11. Applicants failed Clinical level exam: .....	394
12. Applications for certification/licensure received: .....	1,268
13. Applicants issued initial certification/licensure: .....	1,314
14. Applicants issued certification/licensure by comity: .....	136
15. Certificates/licenses suspended or revoked through disciplinary action: .....	04
16. Certificates/licenses terminated for any reason (other than failure to renew): .....	01
17. Certificates/licenses suspended for failure to renew: .....	167
18. Certificates/licenses currently listed as non-practicing: .....	703
19. Applications for certification renewal: .....	2,655

### **B. Current Number of Certificates/Licenses by Level on June 30, 2011**

Level A – Certified Social Worker .....	Active .....	174
Level B – Certified Master Social Worker .....	Active .....	167
Level C – Licensed Clinical Social Worker .....	Active .....	5,401
Level C – Provisional Licensed Clinical Social Worker .....	Active .....	1,748
Level H – Certified Social Work Manager .....	Active .....	31
<b>TOTAL CERTIFICATIONS</b> .....	<b>Active</b> .....	<b>7,521</b>

(Continued on page 10)

- 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 monthly.
- D. The Board maintains a license/certification search engine on their website for verification of current credentials. This database is updated monthly. Development of a new format for certification/licensure search as well as a more user-friendly website continues. The revamped website is being developed to accommodate online renewal capability in the future.
- E. The Board continues to monitor the online survey tool for feedback on the administrative services of the Board.
- F. The Board completed a year-long internal review of fiscal and organizational operations and developed a plan of action to maintain adequate funding and meet staffing needs, which will include proposed fee increases through regulatory amendments in the coming year.
- G. Board members made nine (9) presentations on Social Work Certification and Licensure in response to requests from various agencies, social work organizations and Schools of Social Work.
- H. The Board acted upon fifty eight (58) 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, sixty five (65) written complaints were received. Investigations were initiated in thirty (30) matters that came before the Board. Of the complaints acted upon, the Board issued a Letter of Caution or Concern in ten (10) matters, fourteen (14) allegations were unsubstantiated, and in eight (8) matters the Board did not have sufficient information on which to proceed or determined did not fall under their jurisdiction. Three (3) cases were presented to the Board through the administrative hearing process. The Board suspended two (2) licenses, two (2) licenses were revoked, four (4) licensees were placed on probation, seven (7) licensees were reprimanded, three (3) licenses were censured, and one (1) licensee voluntarily surrendered his/her license. The Board restored two (2) licenses to good standing in response to compliance with a Board order.
- I. The Board amended and adopted Rules as required by legislative mandate to address title protection for social workers, military waivers for licensure renewal, voluntary surrender of a license, and annual reporting requirements. The approved amendments/adoptions are effective 7/1/2011.
- J. In January 2011, Board members received formal training from the Board's legal counsel on Ethics and Lobbying. ❖

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## 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 the Public Protection Database (PPD), [formerly 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.

Allele, Teresa	P004344	CENSURE	10/1/2010
Applewhite, Tracey Coale	P003029	REVOKED	3/14/2008
Bartley, Heather	C005891	SUSPENSION	8/6/2010
Blue, Carl E.	C001182	REVOKED	3/13/2009
Boudrais, Sherry	C006953	PROBATION	9/10/2010
Burd, Dorothy	C002430	VOLUNTARY SURRENDER	3/12/2010
Burd, John	C003209	VOLUNTARY SURRENDER	3/12/2010
Chiappone, Michael	C005989	SUSPENSION	4/12/2010
Clemons, Jr., Samuel D.	C000799	REVOKED	8/12/2005
Crawford, Melanie B	C004537	REPRIMAND	5/1/2009
Deese, Dalton W.	P002248	REVOKED	1/6/2004
DeLauney, Katz	C004169	SUSPENDED	4/13/2007
DeLauney, Katz	C004169	REVOKED	4/3/2009
Dupree, Rebecca Gaynor	C001715	SUSPENDED	1/9/2009
Dupree, Rebecca Gaynor	C001715	SUSPENSION LIFTED	6/3/2011
Eberhardt, Mark	P005757	PROBATION	6/4/2010
Edwards, Kobie Nia	P004624	PROBATION	6/13/2008
Ellis II, Duke E.	C001816	SUSPENDED	7/1/2011
Elton, Shirley	C001406	REPRIMAND	5/6/2011
Elton, Shirley	C001406	RESTORED TO GOOD STANDING	10/11/2011
Eubanks, Jane R	C004104	REVOKED	7/16/2004
Fontana , Anastasia D.	B000624	REPRIMAND	10/2/2009
Foss, Kelly Ann	C003068	SUSPENDED	1/10/2003
Foushee, Nancy G.	C001404	REVOKED	3/14/2008
Garis, Richard Douglas	C001939	REVOKED	3/4/2005
Gomez, Ruben	Applicant	REPRIMAND	4/1/2011
Gould, David R.	C000416	SUSPENDED	12/12/2003
Hager, Scott	C003706	SUSPENDED	12/12/2003
Hammond, Theresa	P002936	REVOKED	7/9/2007
Harper, Lisa Uranga	C004053	REVOKED	6/20/2005
Harris, Alonda J.	P006085	PROBATION	9/10/2010
Harris, Jr., Aubrey Russell	C000703	SUSPENDED	12/10/2004
Harris, Jr., Aubrey Russell	C000703	REVOKED	2/12/2010
Harris, Mistique	Unlicensed	CONSENT JUDGMENT	7/21/2009
Hiller-Tyree, Loretta	C000709	PROBATION	9/15/2006
Hoffler, Jr., Thomas L.	C000519	SUSPENDED	12/10/2004
Hoffler, Jr., Thomas L.	C000519	REVOKED	11/3/2006
Howes, Christina	C004430	REPRIMAND	4/1/2011
Jackson, Thomas	P006086	PROBATION	9/10/2010
Jarman, Tamara	C003026	CENSURE	7/9/2010

Kali, Kathleen	P003074	REVOKED	12/1/2006
Koehne, Patrick	C000447	SUSPENDED	12/22/2006
Koehne, Patrick	C000447	SUSPENSION CONTINUED	11/2/2007
Konell, Alan	C000720	CENSURE	10/22/2001
Leadem, Timothy	P003216	VOLUNTARY SURRENDER	10/5/2007
Lombard, Frank	C003133	REVOKED	7/9/2010
LoPresti, Dawn	P004855	STAYED SUSPENSION/PROBATION	10/10/2008
Lovelace, Darryl	C005014	REVOKED	9/7/2007
Lucero Flood, Connie	P004191	REPRIMAND	3/11/2011
Manes, Harry	C000612	REVOKED	5/6/2011
Martin, Lea	C000119	SUSPENDED	5/25/2005
Martin, Lea	C000119	REVOKED	1/12/2008
Mason, Alida S.	C001738	STAYED SUSPENSION/PROBATION	10/10/2008
Masters, Cary J.	P002928	REPRIMAND/SUSPENDED	10/6/2006
McDuffie, Emily E.	A000447	REVOKED	8/4/2006
Merrill, Rebecca	C002485	CENSURE	2/25/2000
Merrill-May, Rebecca	C002485	CENSURE	2/25/2000
Mumford, Tammy	C004452	REPRIMAND	1/24/2011
Murray, Theodore	P005617	PROBATION	2/12/2010
Pedersen, Ernest N.	C000342	VOLUNTARY SURRENDER	10/10/2008
Purcell, Nora	C004891	REPRIMAND/SUSPENDED	12/1/2006
Purcell, Nora	C004891	FAILURE TO COMPLY WITH BOARD ORDER	10/10/2008
Riffe, Beth	P004399	REPRIMAND	7/9/2010
Rolett, Elias	C003383	STAYED SUSPENSION/PROBATION	4/1/2011
Rosner, Karen M.	P002275	SUSPENDED	11/14/2002
Ruiz, Peter Alan	C001830	REVOKED	6/17/2002
Seals, Thomas	P004066	VOLUNTARY SURRENDER	7/11/2008
Sharpe, Liza J.	P002698	REVOKED	8/7/2009
Steele, Jr., John	C002447	REPRIMAND	12/4/2009
Sweeting, Lucy G.	C001530	SUSPENDED	12/12/2003
(Tate) Martin, Lea Almond	C000119	SUSPENDED	5/25/2005
(Tate) Martin, Lea Almond	C000119	REVOKED	1/12/2008
Taylor, Wesley E.	C003643	REPRIMAND	3/2/2006
VanBuskirk, Priscilla A.	P003177	REVOKED	11/2/2006
Warren, Barbara	C004691	SUSPENDED	7/9/2010
Watson, Madeline J.	C003680	REVOKED	12/10/2007
Whealton, Jr., Bruce	C002485	REVOKED	6/14/2001
Wilson, LaVe T.	P004187	PRACTICING WITHOUT A VALID LICENSE	11/5/2010
Zelno, Andrew	C003649	REVOKED	12/4/2009

