



# UPDATE

SPRING, 2009

## MESSAGE FROM THE CHAIR

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



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

**I**t has been a joy to meet so many certified and licensed social workers at various presentations, events, and meetings across the state in recent months. I have appreciated your sharing of information, questions, and discussion. I want to share with our readers a few of the questions and answers from my recent travels across the state that you too may find worthwhile.

**I work in a hospital or health care facility. Do I have to be licensed or certified?** If you perform clinical social work duties, then yes, you must be licensed as an LCSW or as a P-LCSW practicing under the supervision of a Board-approved LCSW. If you perform non-clinical duties, licensure or certification under state law remains optional. The requirement of licensure for clinical social work practice in hospitals and health care facilities represents a fairly

recent change to state law. Clinical practice in hospitals and health care facilities had previously been exempt from state licensure law requirements: that exemption was lifted in 2007.

### **If there should be a complaint registered against me, will I be notified by the Board?**

Yes, you will be notified. Under statute .0602(a), "Upon receipt of a complaint, the Board shall notify the social worker against whom the complaint was filed, noting the report of a violation and the specific ethical standard brought into question." Any social worker against whom an official complaint is filed will be notified by the Board and asked to respond in writing to the complaint. The complaint, along with the worker's written response, will become a part of the investigative file.

### **What percent of all certified and licensed social workers are reported to the Board for alleged ethics violations each year?**

There are presently more than 6,000 certified and licensed social workers in North Carolina. Data from this decade indicate that about 1% of the total number of all certified and licensed workers, on average, are reported annually to the Board for alleged ethics violations. Of all complaints that have been initiated over this period of time, 32% were insufficiently completed such that an investigation could not proceed:

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## NCSWCLB MEMBERS

DEANA F. MORROW, Ph.D.,  
MSW, LPC, LCSW, ACSW  
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PROFESSIONAL MEMBER  
2nd Term Expires: 6/30/11

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PUBLIC MEMBER  
2nd Term Expires: 6/30/09

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2nd Term Expires: 6/30/11

EMILY B. SIMMONS  
MSW, CSWM, ACSW  
PROFESSIONAL MEMBER  
1st Term Expires: 6/30/11

NCSWCLB  
PO BOX 1043  
ASHEBORO, NC 27204

PHONE (336) 625-1679  
TOLL FREE (800) 550-7009  
ETHICS DIR. (866) 397-5263

FAX (336) 625-4246  
E-MAIL ADDRESS:  
[swboard@asheboro.com](mailto:swboard@asheboro.com)  
Website: [NCSWBOARD.ORG](http://NCSWBOARD.ORG)

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

## NEW: Amendments to Regulations Affecting Social Work Practice

The North Carolina Social Work Certification and Licensure Board is pleased to report that several recent regulatory amendments and adoptions to the Rules governing social work practice in North Carolina have been approved and became **effective January 1, 2009**. Please refer to the Administrative Code posted on the Board's website ([www.ncswboard.org](http://www.ncswboard.org)) for the full language of the amendments; however, a summary of each regulation affected is provided below:

- NCAC .0900: The Board adopted guidelines for social workers who want to form a professional corporation or professional limited liability company.
  1. The application for a Certificate of Registration is \$50.
  2. The annual renewal fee for a Certificate of Registration is \$25.
  3. Social workers must notify the Board of any amendments or changes to the articles of incorporation or organization, and will be charged a fee of \$25 for any amendment to the Certificate of Registration.
  4. Social workers must notify the Board within 30 days of the date the professional entity is dissolved.
- NCAC .0102: The Board has provided clear expectations of what is required during the provisional licensee's (P-LCSW) two years of supervised practice as it relates to practice experience. In order to be eligible for independent licensure as an LCSW, provisional licensees must obtain supervised practice experience which must be direct practice and must include assessment, diagnosis, **and** treatment. Additional definitions have been added to provide further clarification.
- NCAC .0211: The Board has removed the limitation (no more than 1500 hours in a single year) that restricted the amount of clinical practice hours that could be obtained within any single year. This **does not** remove the expectation that a provisional licensee must document 2 full years of supervised practice, however.
- NCAC .0211: Individuals who have been disciplined by any professional credentialing body or professional organization, or who have violated the provisions of an occupational licensing board may not provide supervision to provisional licensees without the written permission of this Board.
- NCAC .0401: Self-directed learning projects (SDLP) will **no longer** be accepted for continuing education activities. *[NOTE: Individuals who have already received approval of a submitted SLDP will be allowed to complete that activity and apply it toward renewal; however, no new SDLPs will be accepted after January 1<sup>st</sup>.]* The Board **will** continue to accept distance learning activities *[home study or online courses offered by an organized provider]* provided they meet the guidelines established by regulation *[pre-approval by the NC Chapter of the National Association of Social Workers (NASW-NC) or the Association of Social Work Boards (ASWB)].*
- NCAC .0509: Social workers certified or licensed by the Board must display their certificate at their primary place of practice. This is intended to allow individuals with whom the social worker has a professional relationship or for whom the social worker provides services to be made aware of the credential issued by the Board.
- **Effective February 1, 2009**, the Board has eliminated the requirement that exam candidates receive a numerical score. Rather, they will begin receiving notification of pass or fail. This will eliminate the confusion when moving from state to state. Numerical scores have created confusion for a number of applicants who were considering licensure in multiple jurisdictions as the "numerical passing score" varied from jurisdiction to jurisdiction.

In reality, a candidate's numerical score is a scaled score derived from the raw score and multiplied by the conversion factor for the appropriate jurisdiction. The raw score is based on the number of items answered

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## Amendments to Regulations

correctly, and the number of correct answers required to pass the exam is the same, regardless of jurisdiction; therefore, a passing score of 70 in one jurisdiction is equivalent to a passing score of 75 in another jurisdiction. Likewise, a failed score of 74 will still be a failed score (equivalent to 69) for a jurisdiction that requires a passing score of 70.

The examining body used by the Board, ASWB, is recommending movement toward a pass-fail system of reporting to reduce confusion. A pass report will translate to any other jurisdiction as a pass report.

If a candidate fails the exam they may contact ASWB to see if they are eligible to have their exam hand scored. A written request for hand scoring must be received by the Board within 5 days from the exam date. There are guidelines and fees associated with hand scoring an exam and candidates are responsible for all costs. ❖

### ***RENEWAL ALERT!!***

Except for provisional licensees, whose expiration/renewal date will be two years from the month the license was issued, all credentials are issued for no more than two years and will expire and require renewal by June 30<sup>th</sup>. Affidavits for renewal are automatically mailed from the Board office in early April, so please be on the lookout for your notice if your credential expires June 30, 2009. Renewal notices are sent to the address of record as indicated on the Board's database.

*[REMINDER: Effective September 2005, the NC Administrative Code requires that social workers certified or licensed by the Board notify the Board of any changes to name, business and personal residence (including street and mailing address), as well as business and personal telephone numbers. This notice is to be received by the Board within 30 days from the effective date of the change.]*

***Please do not attach certificates, etc. to your Renewal Affidavit when submitting for renewal unless required by Order of the Board.*** The Board's annual Continuing Education audit will be conducted by the Association of Social Work Boards (ASWB) beginning this year, and you will be contacted if your Renewal Affidavit has been selected for audit. The audit is designed to review all continuing education activity submitted for renewal to ensure compliance with statutory and regulatory requirements.

If you are notified that your renewal is selected for audit, you will be asked to provide verification of attendance and completion of all documented continuing education activity at that time, and provided with information on where to send that material (ASWB address).

Individuals renewing their certificate or license this June are reminded to complete the Renewal Affidavit and return it with the appropriate fee, prior to the June 30<sup>th</sup> expiration date, to avoid lapse in licensure and penalty of an additional late fee, or automatic suspension of the certificate/license for failure to renew.

A revised format was implemented with the 2008 renewal season and we ask that you please provide the cumulative total of all hours submitted.

## PRACTICE ALERT

### Clinical Social Work Practice and the Hospital Setting

MICKI LILLY, MSHE, EXECUTIVE DIRECTOR AND DEANA F. MORROW, PhD., LPC, LCSW, ACSW, BOARD CHAIR

**E**ffective August 19, 2007, The North Carolina Social Work Certification and Licensure Act, Chapter 90B of the North Carolina General Statutes, removed all exemptions from clinical licensure for social workers employed to provide clinical social work services, regardless of the practice setting. The only remaining exemption in the Social Work Practice Act is for students completing a clinical requirement for graduation while pursuing their social work degree through a Council on Social Work Education (CSWE) accredited institution.

Under the previous exemption, many clinical social workers who practiced exclusively for a hospital or healthcare facility licensed by the Division of Health Service Regulation (formerly the Division of Facility Services) were exempt from the licensure requirement. This exemption no longer exists. Presently, any individual practicing clinical social work, including those practicing in a hospital or healthcare setting, must be licensed as a Licensed Clinical Social Worker (or a Provisional Licensed Clinical Social Worker practicing under the supervision of a Licensed Clinical Social Worker).

Because social workers in medical practice settings have traditionally been referred to as clinical social workers, it is important to note that the need for licensure is determined by the duties and responsibilities. The Board will be contacting North Carolina hospitals to provide information regarding clinical licensure and appropriate title designations. The Board offers the following descriptions between social work practice that is clinical and that which is not clinical for easy reference:

- **Clinical Social Work Practice:** An individual with a social work degree, whose duties might include any of the following responsibilities, is providing clinical social work and is required by law to have a current license: assessment and diagnosis, treatment, or prevention of emotional and mental disorders through the use of family therapy, in-home therapy, psychotherapy, couples therapy, individual therapy, group therapy or child therapy.
- **Non-clinical Social Work Practice:** Services such as needs assessment, supportive counseling, problem solving, services coordination, case management, discharge planning and placement services, etc., are significant and valuable aspects of social work practice; and are not considered clinical social work practice *unless* they are provided in addition to or in order to diagnose, treat, or prevent emotional and mental disorders.

Individuals with a master's degree in social work (MSW) from a CSWE accredited social work program may apply for licensure with the Board. Information on certification and licensure and application materials may be downloaded from the Board's website at [www.ncswboard.org](http://www.ncswboard.org).

The Provisional Licensed Clinical Social Worker (P-LCSW) license is a provisional status for MSWs prior to the accrual of two years of post-MSW supervised clinical experience required for full LCSW licensure. Provisional licensees must practice under the supervision of a MSW who is also a Licensed Clinical Social Worker (LCSW), and who is in good standing with the Board. The clinical social work supervisor shall have an additional two years of clinical practice experience post LCSW license, and takes responsibility for the quality and outcome of the supervisee's work. Questions regarding clinical practice and licensure should be directed to the North Carolina Social Work Certification and Licensure Board's email address at [swboard@asheboro.com](mailto:swboard@asheboro.com). ❖

### Satisfaction Survey Available Online

The Board would like to invite you to take a few minutes to answer a brief survey to let us know how we are doing. The survey is available through the Board's website at [www.ncswboard.org](http://www.ncswboard.org) as a "pop up" window. The survey is short (6 questions) but provides an option for comments, which we feel are most useful. Thank you for taking the time to assist us in improving the quality of services we provide.

## ETHICS DATA ANALYSIS: A CLOSER LOOK

RICHARD FERRISS, MSW, LCSW, CSWM, ETHICS DIRECTOR

As part of their annual business retreat in January, the Board examined data from social work ethics complaints to identify the types of complaints received, their severity and any emerging trends. Included here are the results of the analysis for the past year.

The Board identified seven general categories of complaints: *Practice Concerns*, *Boundaries*, *Business Conduct*, *Documentation*, *Administrative Issues*, *Impairment*, and *Supervision*; and analyzed the 54 ethics complaints that were resolved during the 2008 calendar year according to these groupings. As you consider the figures provided below, you will note that the numbers, when added together, exceed the 54 total complaints resolved. Keep in mind that it is not unusual for a complaint to involve multiple allegations; therefore, a single complaint may fall into more than one of the identified general categories.

2008	Could not Proceed	Unsubstantiated	Letter Only	Nondisciplinary Actions	Disciplined
Practice Concerns	2	11	2	3	3
Boundaries		2		3	4
Business Conduct		4	3	4	5
Documentation		3			3
Administrative		2		8	2
Impairment		2		2	
Supervision			1		1

Complaints are assigned to general groupings that reflect the content of the allegations. “*Practice Concerns*” encompasses incompetent practice, practice beyond the scope of expertise, problems with informed consent, problems with termination or referral, bias, and confidentiality concerns. “*Boundaries*” includes both sexual and nonsexual boundary issues. “*Business conduct*” includes problems associated with fraud, dishonest or illegal activity, business conduct with colleagues, advertising/public representation, internet, unlicensed practice, practice with an expired or incorrect credential and misrepresentation. “*Documentation*” includes problems with the quality of documentation or release of documentation. “*Administrative concerns*” are ones that usually arise in the administrative environment, such as renewal of a certificate with an NSF check, continuing education concerns, violation of an existing Board order, falsification of an application, etc.

Occasionally the Board receives a complaint with which we *cannot proceed* (no jurisdiction). This usually occurs when a complaint is against a person who is not certified or licensed by the Board, or the matter is not related to social work practice. More often, the complaint does allege concerns over which the Board has jurisdiction. These complaints are addressed and often investigated. If there is ultimately insufficient evidence to support the allegations, the complaint is *unsubstantiated*. Complaints that do not proceed and unsubstantiated complaints are closed and do not become part of a licensee’s public record.

“*Letter only*” is a subgroup of unsubstantiated complaints. Complaints fall into this category when the facts do not rise to the level of a violation of the statutes or rules governing social work practice, but do identify one or more areas of poor practice. When this occurs the Board sends the social worker a confidential letter identifying these concerns with nonbinding recommendations, so that the social worker can benefit from the Board’s conclusions and hopefully improve in the areas identified.

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## RESEARCH GRANT PROGRAM

### Association of Social Work Boards

**T**he American Foundation for Research and Consumer Education in Social Work Regulation ("Foundation") is a 501(c) 3 organization that supports efforts to explore the ways in which professional social work regulation impacts the profession and the public it serves. The Foundation has launched a grant program to sponsor research in one or more of five areas:

- Social Work Regulation and Consumer Protection; Efficacy of the Continuing Education Model;
- Knowledge and Understanding of Licensure among Social Workers, Social Work Students;
- Social Work Faculty, and Consumers;
- Best Practices/Case Studies for Effecting Regulatory Change; and
- Analysis of Complaints against Social Workers.

**Funding:** The Foundation may award up to two \$10,000 grants and one \$25,000 grant to successful research proposals.

**Timelines:** The \$10,000 grants require an 18-month completion deadline; the \$25,000 project must be completed in 24 months.

**Awards decisions:** The Foundation will make grant decisions in July 2009. Research would begin immediately following announcement of grant decisions.

**Eligibility:** Social work faculty, students, members and staff of regulatory boards or provincial colleges in the United States and Canada may apply for grants.

**Review criteria:** In reviewing grant requests, the following issues will be considered: scope of proposed research (US, Canadian, international); quality of proposed research; likelihood that research can be completed within deadlines; publication potential for research; ability of research to be generalized to one or more facets of social work practice regulation.

**How to apply:** Contact the Association of Social Work Boards ([info@aswb.org](mailto:info@aswb.org)) for application materials.

**Deadline:** May 31, 2009. ❖

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## NC CHILD WELFARE EDUCATION COLLABORATIVE

The North Carolina Child Welfare Education Collaborative (CWEC) is a partnership between social work programs in the University of North Carolina system, social work professionals and supportive organizations dedicated to raising the standard of child welfare in the state of North Carolina.

The CWEC is educating BSW and MSW social workers to work in local Departments of Social Services and is part of a larger strategy to improve the capacity of our state to protect children.

The Collaborative has graduated almost 500 BSW/MSW practitioners since 2001 and they are tending to stay in child welfare settings. In so doing, they bring to the child

welfare setting their knowledge of child/human development, intervention approaches and an understanding of the complexity of mental health issues.

CWEC works in conjunction with its participating universities and Jordan Institute for Families, North Carolina Division of Social Services, North Carolina Chapter of National Association of Social Workers, and North Carolina Association of County Directors of Social Services.

For information on how you can get involved, contact any of the participating organizations, visit the Collaborative website at <http://ssw.unc.edu/cwec> or contact the CWEC central office at 919-962-6450. ❖

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## SUPERVISION OF NEW GRADUATES IS ESSENTIAL TO PUBLIC PROTECTION

PATRICIA HEARD, MSW, MBA, ACSW, LMFT, LCSW

**S**ocial work education is a combination of learning in the classroom and learning in the field. In field placement settings, students are expected to integrate the academic information with the real life problems of the clients that they encounter. Most agencies limit the number of clients assigned to interns to reduce agency liability. A smaller caseload also facilitates the learning process.

The transition from being a student to becoming a professional is challenging and stressful. The newly minted social work degree shows the accomplishment of the individual. It is not an indication of a desire to help people or a guarantee that all skills are in place. However, agencies expect that someone with a Master's degree will be able to handle all aspects of services regardless of the size of the caseload.

Real people do not always respond to help the way the classroom role plays indicate. The drama of real life contact with humans with multiple problems can present un-

expected challenges to most new graduates. Social workers are not prepared to handle them alone.

Supervision by an experienced LCSW closes the gaps in knowledge and experience that an academic education cannot provide. The seasoned social worker shares experiences and information with the supervisee that increase the kinds of clients that can receive help.

Supervision provides the opportunity to explore the details of a case, and the supervisee gets the benefit of discussing similar cases. The PLCSW not only ends up with more skills, but more confidence in doing things correctly.

Through ongoing supervision, the client is protected from potential errors in judgment; the public benefits by having access to capable clinicians who can diagnose correctly early in the intervention; and the public can avoid unnecessary, protracted or inappropriate treatment. In summary, appropriate supervision benefits the social work profession and protects the public. ❖

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## SUPERVISOR MANUAL AVAILABLE ON LINE

**ATTENTION** all LCSW licensees who are currently, or considering supervising provisional licensees as they acquire clinical practice experience needed for obtaining full licensure. The Board views the role of the supervisor as significant in ensuring that the provisional licensee will become a competent, knowledgeable and ethical psychotherapist.

Please be reminded that appropriate supervision for the provisional licensee must be in place prior to beginning clinical practice; and must be provided by an LCSW in good standing with the Board and who has a MSW degree and at least two years of clinical practice experience post LCSW licensure. It is required that supervision be provided in person and on a regular basis.

Regulation also requires that supervision be provided at the rate of one (1) hour of supervision for every thirty (30) hours of clinical practice, but the Board's emphasis is on regular (weekly) supervision. A supervision schedule requiring less than weekly contact should be submitted to

the Board for approval, and should include an explanation of why weekly contact is not feasible.

For your convenience, the Board has prepared a Supervisor Manual as a guide for P-LCSW Supervisors. This manual is available online at the Board's website ([www.ncswboard.org](http://www.ncswboard.org)) under the Printable Forms Link. ❖

### NCSWCLB MEETING SCHEDULE

#### 2009 Calendar Year

Jan 9-11 (Business Retreat)	July 10
February 6	August 7
March 13	September 4
April 3	October 2
May 1	November 13
June 5	December 4

Meetings begin at 9:30 a.m. and are held at the Administrative Office of the Board, located at 1207 S. Cox Street, Asheboro, North Carolina.

## MESSAGE FROM THE CHAIR

30% were found upon investigation to be unsubstantiated; 13% resulted in a letter of concern from the Board; 15% were settled with a legal consent order; and, 10% proceeded to a hearing before the Board.

### **To what extent does licensure or certification really matter in terms of the job market?**

Licensure and certification matter a great deal in signifying your credentials and qualifications as a professional social worker. Of course, clinical social work positions can only be filled with licensed clinical social workers. Even in other areas of social work practice, however, licensure and certification symbolize a professional level of attainment in addition to the BSW or MSW degree. Certification and licensure represent a level of social work knowledge commensurate with national testing standards. In today's highly competitive job market, licensure and certification are notable ways to further distinguish your professional qualifications for employment. Furthermore, licensure and certification represent your commitment to ongoing social work education so as to remain current with practice standards and also your commitment to high ethical standards of practice that are open to consumer comment and regulatory review.

In closing, let me share with you what the Board did to kick off 2009—we held our annual Board retreat. The annual retreat is a time for Board members and staff to meet together over a three-day weekend to focus more deeply on how to better serve the needs of certified and licensed social workers as well as how best to protect the interests of the citizens of North Carolina who are consumers of social work services. A central part of our retreat work this year was our participation in four hours of ethics training. This ethics training for Board members and staff served as our own check-and-balance process to remind us of the importance of ensuring that we are fair and appropriate in applying the Board's regulatory power for responding to certification, licensure, and ethics matters that come before the Board.

I want to publicly thank our ethics trainers: Richard Ferriss, LCSW; Dr. Kim Strom-Gottfried, LISW; and Jack Nichols, JD. They each provided excellent information and engaged us in thought-provoking dialogue. Please know it is our intent to serve all certified and licensed social workers and the public consumers of social work services with respect, fairness, and consistency. Until next time, all the very best to each of you. ❖

## ETHICS DATA ANALYSIS: A CLOSER LOOK

"*Nondisciplinary Actions*" are dispositions which may impose some level of restriction or limitation on the social worker, such as supervised practice or additional continuing education activities, but do not invoke formal discipline. These matters are resolved by Consent Order (a mutually agreed upon resolution between the Board and the social worker) or a Final Agency Decision (as a result of a hearing).

"*Disciplined*" actions are also implemented by Consent Order or Final Agency Decision, and generally specify mandates which may include evaluation, intervention, and supervision; and impose a formal discipline such as Reprimand, Censure, Practice Limitation, Probation, Suspension, or Revocation of the license or certificate. Disciplined actions are public records and are reported to the Association of Social Work Boards' Disciplinary Action Reporting Service and to the National Practitioner Data Bank.

As this data is tracked from year to year, the Board is able to identify trends. Of the 54 cases resolved during the 2008

calendar year, *Practice Concerns* were the most frequently alleged violations. However, of the 21 cases involving practice concerns, only 3 matters resulted in disciplinary action. An equal number resulted in non-disciplinary action, but the majority of these complaints were unsubstantiated. What was less expected was the frequency of Business conduct and Administrative concerns.

Within the eight Administrative cases are four that originated as nondisciplinary continuing education matters. Two of these became disciplinary matters when the social workers did not comply with the Consent Orders and were later disciplined by the Board for noncompliance with the Consent Orders. This is an example of how one social worker can appear twice within the process.

It is worth keeping in mind that the ratio of complaints per total number of those licensed or certified is less than one percent per year, and that the number of those disciplined is far less. This reflects well on the quality of social work services provided. ❖

## 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, License <b>Restored</b> to good standing on 10/10/08.
Bialock, Amy Clark	C003993	REPRIMAND 02/01/08
Blue, Carl E.	C001182	REVOKED 03/13/09
Cagle, Stan C.	C000796	SUSPENDED 08/05/04, Reinstated under <b>PROBATION</b> 12/1/07
Chess, Valerie A.	C005404	REPRIMAND 10/10/08
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
Dupree, Rebecca Gaynor	C001715	SUSPENDED 01/09/09
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
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
LoPresti, Dawn	P004855	STAYED SUSPENSION/PROBATION 10/10/08
Lovelace, Darryl	C005014	REVOKED 09/07/07
Lymber, Michele Ann	C004304	SUSPENDED 01/09/09
Martin, Lea	C000119	SUSPENDED 05/25/05, REVOKED 01/12/08
Mason, Alida S.	C001738	STAYED SUSPENSION/PROBATION 10/10/08
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
Pedersen, Ernest N.	C000342	VOLUNTARY SURRENDER 10/10/08
Purcell, Nora	C004891	REPRIMAND/SUSPENDED 12/01/06 Failure to comply with Board Order 10/10/08
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 License <b>Restored</b> to good standing 10/10/08
Whealton, Jr., Bruce	C002485	REVOKED 06/14/01