



# UPDATE

North Carolina Social Work Certification and Licensure Board

FALL, 2009

## MESSAGE FROM THE CHAIR

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



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

### TITLE PROTECTION LAW PASSES

**T**itle protection for social worker positions has arrived in North Carolina. The new title protection bill, introduced by NASW-NC and endorsed by the NC Social Work Certification and Licensure Board, was signed into law on June 11, 2009 by Governor Bev Purdue.

The new title protection language can be found in detail under G.S. 90B-3(8), 90B-16 (a)(b)(c), and 90B-10 (c) of the Social Worker Certification and Licensure Act (available on the Board website at <http://www.nccbsw.org/>). This article will address the essential components and exemptions contained in the new law.

### Elements of Title Protection

The essential feature of title protection is that **job positions with the title of "social worker" may now be held only by those who hold a bachelor's, master's, or doctorate degree in social work from a CSWE recognized college or university.** Individuals with degrees in fields other than social work are no longer eligible to hold social worker titled job positions.

Certification and licensure requirements in North Carolina are unchanged by title protection. All levels of certification (CSW, CMSW, and CSWM) remain optional, and the practice of clinical social work continues to be limited only to those who possess the LCSW credential or the P-LCSW credential (practicing under the supervision of an approved LCSW). In addition, grandfathered certified and licensed social workers will still be regarded as social workers under the new law, provided they continue their renewals uninterrupted.

### Exemptions to Title Protection

The new title protection law allows for certain exemptions to title protection, most notably in state Departments of Social Services (DSSs). Under title

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

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## WHEN CUSTODY IS AN ISSUE

RICHARD FERRISS, MSW, LCSW, CSWM AND JANET URMAN, MSW, LCSW

Working with minors of divorced parents can provide legal, ethical and clinical hurdles, making the work as challenging as it is rewarding. Consider the following scenarios:

- A social worker saw child of separated parents. Father did not give consent to treatment. Treatment proceeded. Father issued a complaint against social worker.
- A divorced mother asserted that social worker did not sufficiently involve her in son's care. She knew about treatment but had not given her consent. Complaint filed against social worker.
- A social worker saw child client. Parents held different perspectives of goings-on. Social worker obtained mother's perspective through direct interviews but reviewed old records to learn of father's views, resulting in bias affecting treatment interventions by the court and other professionals. Father filed a complaint against social worker.
- At request of mother, social worker saw minor child of parents with joint custody. Father asserted that social worker testifies for money. Social worker did not release child's records to father. Complaint filed against social worker.

These excerpts are from some of the many complaints brought to the Board when issues surrounding the custody of minor children are involved. This article is drawn from the Board's experience. The complaint extracts above are representative of the kinds of issues raised in the treatment of minors.

The statutes and rules governing social work practice in North Carolina do not explicitly address the treatment of minors. Therefore, social work regulations appropriate to the treatment of minors are drawn from the body of statutes and rules governing social work practice [the Social Work Certification and Licensure Act (N.C. Gen. Stat. 90B) and Title 21 Chapter 63 of the North Carolina Administrative Code (NCAC)], which is on the Board's website at [www.ncswboard.org](http://www.ncswboard.org).

Ethical complaints involving the appropriate authorization for treatment [NCAC § 63.0504 (c)] date back to among the earliest of complaints in the Board's history, and have recurred with variations over time. General consent for the treatment of minors is determined by laws (plural) external to the Social Work Board, and consent may be modified in specific circumstances by custody agreements or court orders.

The Board strongly recommends that social workers who anticipate working with a minor request and obtain copies of all relevant legal documents as part of the initial assessment for care. Often the courts will define who may provide care.

To avoid initiating care with improper or incomplete consent, it is prudent practice to ask the parent/guardian if such documents exist. The social worker should carefully review these documents and discuss them as needed with the parent/guardian to ensure awareness of the legal context and requirements of all involved, including the social worker.

Obtaining a thorough assessment can be complicated when the parents are separated and/or are in conflict. When only one parent presents with the child for care, the social worker should consider how to assess and the implications for the subsequent involvement of the absent parent.

As part of the assessment, the social worker should: inquire about past therapeutic efforts and legal involvement for the child and other family members; determine who is/are the client(s) and their roles in treatment; if there is a need to obtain past treatment records/summaries or legal documents as part of the initial evaluation.

If it is at all possible, it is most helpful to attempt to establish therapeutic alliance with the parents, in spite of their conflicts, in the greater service of treating the child. The Board has received complaints initiated by

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## MESSAGE FROM THE CHAIR

protection, individuals employed in DSSs, or by "an agency of a local or State governmental entity..., and whose position title is derived from the Office of State Personnel Social Work Series" [GS 90B-10(c)] may continue to be employed in social worker positions, even if such individuals do not hold a degree in social work.

Those familiar with the movement toward enacting title protection legislation in North Carolina will recall that state DSS directors have historically opposed title protection because of their concern that enacting such a law would limit their capacity to fill critical social worker positions in DSSs across the state, particularly in rural counties. The title protection bill, as passed, includes an exemption preserving the DSS interest of having the option to hire non-social work degreed individuals for social worker titled positions.

### Impact for the Profession

Title protection is a major step forward for the social work profession and for the delivery of social work services in North Carolina. Assuring that those who hold social worker job titles are, in fact, degreed social workers is beneficial for protecting consumers, engendering competence in the delivery of professional social work services, and preserving

the integrity of the profession. Many of our readers know that the journey in bringing forth a viable title protection law has been long, and sometimes difficult. There have been countless discussions, some disagreements, and many iterations of what should and should not be included in title protection.

As a community of social work professionals, we can take heart in the product produced. All who contributed to and critiqued the many proposed versions of title protection are to be commended for their passion and commitment. In particular, NASW-NC's leadership in staying the course and working diligently to develop and pass a bill acceptable to a range of stakeholders is noteworthy.

While this title protection law may not be as comprehensive as some had hoped, it is, without a doubt, a significant advancement for our profession—one that moves us forward in the honorable goals of protecting consumers and preserving the integrity and high standards of the profession while also preserving versatility for state DSSs to utilize a range of educational options for securing the needed staff to provide essential social services across the state. It has been an honor for those of us on this Board to take part in this historic and collective journey forward. ❖

## PARTICIPATION IN ELECTRONIC NEWSWIRE

The Board is pursuing more efficient strategies for release of pertinent information related to social work certification and licensure across the State. If you are interested in receiving electronic newsletters and newswires from the Board, please complete the information below and return to the Board. [Please type or print clearly]

Name: \_\_\_\_\_

Email address: \_\_\_\_\_

Return to:

NCSWCLB  
P.O. Box 1043  
Asheboro, NC 27204

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## THE SUPERVISION HOUR

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

A Supervisor meets with a Provisional Licensed Clinical Social Worker (PLCSW) for one hour a week over a two-year period. A minimum of 100 hours of supervision is required. Supervision must continue until the PLCSW has met all of the requirements of the provisional period **and** has received notice from the licensure board that full licensure is granted. A Supervisor can find it challenging to fill the hour if there is not an agenda for the time.

In the beginning, the supervision time can be filled with reviewing the contract, negotiating schedules, discussing the job description and reviewing cases. Time may also be spent discussing agency expectations and how it differs from the requirements of the clinical supervision hour.

When the agency supervisor is also the clinical supervisor, there may be the temptation to fill time with discussion of agency policies and procedures. This is an important discussion for the Supervisor in the agency but it should not replace discussion of clinical work.

When the Supervisor is located offsite, it is important for the Supervisor to keep up with changes in agency procedures that impact paperwork or delivery of client services. Supervisors in both settings can coach the PLCSW in techniques to use to adapt to changes.

The PLCSW is familiar with the supervision model that is used for agency supervision for an intern. Several agencies limit the tasks and responsibilities of the student to reduce the potential for patient harm. It is important for the Supervisor to help the PLCSW transition to taking full responsibility for cases. The Clinical Supervisor is there to provide guidance, advice, and instruction that will limit the potential harm to the PLCSW and any clients on their caseload.

The PLCSW benefits from the years of experience the Supervisor brings to the session. As each case is discussed, there is the opportunity to review the appropriateness of the client diagnosis, the treatment

plan, and intervention techniques used in the agency. It is important to discuss the PLCSW licensee's knowledge of the details of the case and comfort with providing intervention.

During the two years of supervision, the new clinical social worker is gaining experience in working with clients within one agency. The Supervisor can discuss application of therapy and techniques that can be generalized to other settings.

Agencies hire the LCSW with the expectation that there are minimum knowledge and skills to provide services. The Supervisor is responsible for discussing cases in sufficient detail to assess whether the PLCSW is learning what is needed to practice independently.

The Supervisor guides the PLCSW in finding training that will decrease knowledge gaps, and coaches the PLCSW in effective interventions that increase confidence in providing treatment to more difficult cases.

Supervision can be an enriching and educational experience for the Supervisor and the PLCSW. I recommend that the following tasks be included in most supervision sessions:

- Opportunity for the PLCSW to ask questions about clinical social work.
- Detailed discussion of current and previously discussed cases.
- Honest discussion of weaknesses that would interfere with client services.
- Opportunities for continuing education that will increase skills as a clinical social worker.

Regular inclusion of these tasks will make the Six-Month Review report to the board easier for both parties. ❖

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## ASWB HIGHLIGHTS

The Association of Social Work Boards (ASWB) is the association of boards that regulate social work. ASWB develops and maintains the social work licensing examinations used across the country and in several Canadian provinces. It is a central resource for information on the legal regulation of social work, and a resource through which social work boards can share information and work together. ASWB is also available to help individual social workers and social work students with questions they may have about licensing and the social work examinations.

**ASWB Fall Delegate Assembly to consider increase in exam fees:** The Finance Committee of the ASWB is recommending that the Delegate Assembly approve an increase in the fees ASWB charges candidates to register for the social work licensing examinations. ASWB began administering social work licensure examinations in 1983 and since that time has raised fees only three times, the last increase set in 2000 and implemented in 2001. The proposal if adopted would increase exam fees for the Bachelors and Master examinations by \$55 and for the Advanced Generalist and Clinical exams by \$85. The Delegate Assembly will be meeting October 29<sup>th</sup> -31<sup>st</sup> and will vote on the proposed increase.

**CE Audit and the ASWB Social Work Registry:** The 2009 Continuing Education Audit is underway. This year the Board has contracted with the Association of Social Work Boards (ASWB) to conduct an independent audit of approximately 260 social workers (10 %) who renewed their certificate or license in 2009. As with previous years, calls are beginning to come in from individuals who cannot locate their CE certificates or did not maintain a copy of the Renewal Affidavit on which they listed the courses taken during the two-year certification/licensure cycle. Upon receipt of a written request, the Administrative staff will scan the paper affidavit and send an electronic copy to the social worker. However, this can present problems associated with delayed response time to the audit and additional workload placed on the administrative staff.

Social workers are required by regulation to maintain records adequate to provide proper diagnosis and treatment; but they are also required to maintain records adequate to fulfill other professional responsibilities. Maintaining one's occupational certification/licensure through biennial renewal requires participation in ongoing continuing education to maintain professional competence. The continuing education activities are reported on the Renewal Affidavit and subject to audit. As the audit requires evidence of participation in continuing education activities, it is imperative that social workers retain their certificate of attendance or CE certificate as proof of training.

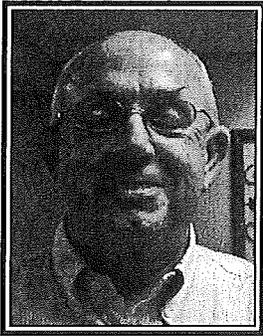
The ASWB provides a repository for social workers' credential information. This service may be useful for social workers interested in securing a place to retain information related to their professional credential (i.e. identity, education, examination results, licensing history, professional references, professional training certificates, etc.) The **ASWB Social Work Registry** also serves as a verification source for some social work licensing boards. For information and costs associated with this service, please visit the ASWB website at [www.aswb.org](http://www.aswb.org) or contact the SWR staff at 1-866-825-9580.

**Examination writers sought:** 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 (including teaching in a social work program), 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

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## RECOGNITION AND HONORS GO TO BOARD COLLEAGUES



*Jerry W. Rhodes  
MSW, CSWM*

**Jerry W. Rhodes, MSW, CSWM**, Director of the Washington County Department of Social Services was named Director of the Year by his peers at the Annual Meeting of the North Carolina Association of County Directors of Social Services (NCACDSS). Jerry was appointed to the North Carolina Social Work Certification and Licensure Board in 2005 and has served as Treasurer since July 2008. Beth Duncan, Randolph County DSS Director said in her presentation of the award, that Jerry embodies the Rotarian motto of “Service above Self” and is held in high esteem by his staff and the community. Mr. Rhodes has made major contributions to the Social Services System in North Carolina over a period of more than thirty years. He is currently the chair of the local Child Protection and Fatality Prevention Team in his county. He is also a member of the rural Transportation Planning Committee, and is the Chairman of the United Fund in Washington County. He has served as the President of NCACDSS and currently continues to serve as the parliamentarian. Jerry’s colleagues will readily admit that he has and continues to work tirelessly to promote high standards of professional performance for those engaged in the practice of social work.



*M. Jackson Nichols  
Attorney*

Board Counsel, **M. Jackson Nichols** recently received recognition by 2010 Best Lawyers in America. Mr. Nichols, Attorney and Counselor at Law with Allen and Pinnix, P.A. has served as primary counsel to the Board since February 2006. As a partner of Allen and Pinnix, Mr. Nichols concentrates on public policy development and advocacy, administrative law and civil litigation. Since joining Allen & Pinnix in 1995, he has represented eight state occupational licensing boards, including the NC Social Work Certification and Licensure Board. This recognition comes as no surprise to those who know Jack. He has been honored in the past by *Best Lawyers in America* in Administrative Law and as a “Super Lawyer” in *North Carolina Super Lawyer*. In addition, the firm has been included in Martindale-Hubbell’s *The Bar Register of Pre-Eminent Lawyers*. Congratulations, Jerry and Jack! ❖

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## GOVERNOR PERDUE APPOINTS NEW BOARD MEMBERS

The North Carolina Social Work Certification and Licensure Board welcomes two new Board members. **Mary A. “Gé” Brogden, MPA** and **Alfred Bryant, Jr., Ph.D., LPC**, were recently appointed to the Board by the Governor of North Carolina, the Honorable Beverly Perdue. These two appointments fill the public member positions on the Board as required by N.C. G.S. 90B.

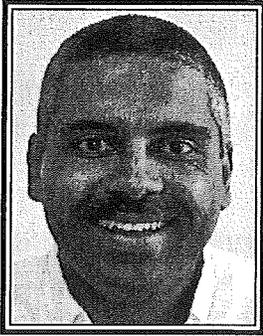


*Mary A. Brogden, MPA*

Ms. Brogden is a consultant with the Division of Medical Assistance and obtained her MPA from North Carolina State University. She has served as Assistant Director to the Division of Medical Assistance and has served the Division of Health and Human Services in many capacities throughout her professional career. She brings to the Board vast experience in both planning and development within State government. Ms. Brogden’s appointment to the Board fills the vacancy created by Ron Penney, MPA whose second term with the Board ended June 30, 2009.

Dr. Alfred Bryant is an Associate Professor in the School of Education at UNC-Pembroke and also serves as the NCATE Program Review Assessment Coordinator. He obtained both his MEd and his Ph.D. in Counselor

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Dr. Alfred Bryant  
Ph.D, LPC

Education from North Carolina State University and currently serves on several committees within the university community. Dr. Bryant is licensed both as a Doctorate level School Counselor and as a Licensed Professional Counselor and has co-authored a number of articles on cultural diversity. Dr. Bryant's appointment to the Board fills the vacancy created by Leon Maynor, BA, whose second term also ended June 30, 2009.

While we will miss the contributions and diligent service of both Mr. Ron Penney and Mr. Leon Maynor, the Board looks forward to the wealth of professional knowledge and experience Ms. Brogden and Dr. Bryant will bring. Congratulations and welcome to Gé and Al. ❖

## ANNUAL REPORT

Micki Lilly, Executive Director

Each year, the Board submits an annual report to the State which identifies activities of the Board during the fiscal year. The report includes statistical information regarding exams taken and credentials issued, community outreach events, and legislative and regulatory activities. The following information is taken from that report and represents a brief overview of some of the certification/licensure activity of the Board during FY 2008-2009:

<b>A. Activity for the period 7/1/08 through 6/30/09:</b>	<b>Total number processed</b>
1. Applicants sitting for examination (any level): .....	553
2. Applicants passed Bachelors level exam: .....	03
3. Applicants failed Bachelors level exam: .....	02
4. Applicants passed Masters level exam: .....	04
5. Applicants failed Masters level exam: .....	01
6. Applicants passed Advanced Generalist level exam: .....	00
7. Applicants failed Advanced Generalist level exam: .....	00
8. Applicants passed Clinical level exam: .....	297
9. Applicants failed Clinical level exam: .....	246
10. Applicants issued initial certification/licensure: .....	931
11. Applicants issued certification/licensure by comity: .....	114
12. Certificates/licenses suspended or revoked through disciplinary action: .....	05
13. Certificates/licenses terminated for any reason (other than failure to renew): .....	02
14. Certificates/licenses suspended for failure to renew: .....	73
15. Certificates/licenses currently listed as non-practicing: .....	110
16. Applications for certification/licensure renewal: .....	2422
<b>B. Current Number of Certificates/Licenses by Level on June 30, 2008:</b>	
Level A – Certified Social Worker .....	Active ..... 203
Level B – Certified Master Social Worker. ....	Active ..... 168
Level C – Licensed Clinical Social Worker .....	Active ..... 4768
Level C – Provisional Licensed Clinical Social Worker. ....	Active ..... 1480
Level H – Certified Social Work Manager .....	Active ..... 35
TOTAL CREDENTIALS AWARDED .....	Active ..... 6654

With regard to legislation and regulatory responsibilities, the Board was successful in amending 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. The Board collaborated with the North Carolina Chapter of NASW to ensure that NASW-NC's proposed and subsequently adopted Title Protection legislation would appropriately integrate with existing licensure/certification statute. The Board also began the process of considering rules for acceptance of a surrendered license by someone under investigation for ethical misconduct.

The Board continues to maintain a website that provides information about social work certification and licensure, where application and renewal documents can be downloaded, license search can be conducted, and information regarding disciplinary action and how to file a complaint can be referenced. Effort is underway to revamp the website so that individual verification of status and access to public record information will become available in the near future, and credentials will be able to be renewed online. Future plans also include distribution of information through electronic newsletters and e-wires. Please visit the website at [www.ncswboard.org](http://www.ncswboard.org). ❖

## WHEN CUSTODY IS AN ISSUE

a parent when he or she felt (or was) marginalized by the social worker. In these circumstances, the complainant usually raises questions of bias or competence regarding the social worker. [NCAC § 63 .0503(a)].

If a parent is not amenable to establishing a therapeutic alliance with the social worker and the social worker is perceived as aligned with one parent only, the social worker may wish to consider whether or not a referral to a mutually acceptable therapist is in the best interests of all concerned, as the effectiveness of therapeutic efforts within an actively polarized environment may be compromised. [Possible allegation of violation of NCAC § 63 .0501(a)].

For a social worker with a significant practice with minors, there will likely be cases in which there is a sufficient therapeutic and/or legal basis to not bring the absent parent (or other family member) into treatment. These situations sometimes result in actions by the excluded parent, such as requests for records [NCAC § 63 .0507(a)(b)], questioning the therapist's competence and treatment decisions [NCAC § 63 .0503(a)], legal challenges [NCAC § 63 .0503(d)], etc. As with any significant clinical decision or outcome, this should be well documented in the client's record.

There are many resources available for further professional development in this area. We wish to call to your attention a recent academic article: Saunders, T., Strom-Gottfried, K., DeVito, D (2009), *FAQ on Services to Minors of Divorced Parents*, Theimann Advisory, UNC School of Social Work. This article addresses the similar concerns from a broader view and different perspective than the Board's regulatory focus.

In closing, please remember that most complaints do not result in a finding of violations by the social worker. All complaints received by the Board question the regulatory compliance of social workers. To insure that you provide appropriate treatment and minimize the risk of a successful complaint, we offer the following suggestions:

- 1) Proactively familiarize yourself with current laws, agency policies and all court documents pertaining to custody decisions.
- 2) Strongly consider peer clinical consultation (especially when working in complex or conflicted situations), and legal consultations when needed. Most clinicians are accustomed to clinical consultation, but less accustomed to seeking legal advice.  
  
Some issues, such as those surrounding consent, release of information, access to information, etc, contain legal elements; and social workers "...shall practice their profession in compliance with legal standards." [NCAC § 63 .0503(d)].
- 3) When clinical practice or legal questions arise, professional associations (for members) and malpractice insurers are often useful sources of information.
- 4) Document well, including clinical peer consultations and legal consultations. Documentation is a significant source of information when regulatory questions arise [NCAC § 63 .0507(d)]. ❖

### **NCSWCLB MEETING SCHEDULE**

For Remainder of 2009 Calendar Year

**October 2**  
**November 13**  
**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.

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

## 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
Blue, Carl E. ....	C001182 .....	REVOKED 03/13/09
Brosnan, Brian D. ....	C004936 .....	SUSPENDED 5/1/09
Chess, Valerie A. ....	C005404 .....	REPRIMAND 10/10/08
Clemons, Jr., Samuel D. ....	C000799 .....	REVOKED 08/12/05
Crawford, Melanie B. ....	C004537 .....	REPRIMAND 5/1/09
Deese, Dalton W. ....	P002248 .....	REVOKED 01/06/04
DeLauney, Katz .....	C004169 .....	SUSPENDED 04/13/07
DeLauney, Katz .....	C004169 .....	REVOKED 4/3/09
DelConte, Sharon A. ....	C006401 .....	CENSURED & PROBATION 5/1/09
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
Harris, Mistique .....	unlicensed .....	CONSENT JUDGMENT 07/21/09
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
Koehne, Patrick .....	C000447 .....	SUSPENDED 12/22/06
Koehne, Patrick .....	C000447 .....	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
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
Purcell, Nora .....	C004891 .....	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
Sharpe, Liza J. ....	P002698 .....	REVOKED 08/7/09
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
Whealton, Jr., Bruce .....	C002485 .....	REVOKED 06/14/01

## ASWB HIGHLIGHTS

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 1, 2009 to be considered. Visit [www.aswb.org](http://www.aswb.org) for more information and application materials.

**ASWB offers help to social work educators:** ASWB has launched a new service that will allow schools of social work access to full-scale Clinical, Master, and Bachelor level “practice exams.” The group review practice exams were created from items that were once part of the pool of live test questions, and are designed for use in a classroom setting. Instructors are able to display sample exam questions, answers and rationales. The program was designed in consultation with social work faculty members who were interested in having access to a program that was flexible and easy to navigate. The final version of the “Group Practice Exam” allows instructors to review an entire test or just a few questions at a time. While it is not designed to teach students how to pass the ASWB examinations, the program may be used as a learning tool to help students understand the structural framework and semantics of exam items.

The “Group Practice Exam” is available exclusively to academic programs accredited by the Council on Social Work Education (CSWE) or the Canadian Association for Social Work Education (CASWE). Access to the group review practice exam is good for six months, and can be purchased by contacting Bobbie Hartman at ASWB [[bhartman@aswb.org](mailto:bhartman@aswb.org) or 800-225-6880, ext. 3008]. ❖

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