



UPDATE

North Carolina Social Work Certification and Licensure Board

FALL, 2010

MESSAGE FROM THE CHAIR

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



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Clinical Supervision Requirements for Provisional Licensees

The purpose of this article is to clarify the essential components of clinical supervision for provisional licensees (P-LCSWs). The P-LCSW credential is considered to be a full license for the practice of clinical social work. The principle constraint distinguishing it from the LCSW credential, however, is that provisional licensees may practice clinical social work only under the supervision of a Board-approved LCSW.

Supervisory Time Frame

Provisionally licensed clinical social workers must accrue 3,000 hours of supervised

clinical social work practice in a paid employment setting within a time frame of no less than two years nor more than six years. It is important to keep in mind that a provisional license is issued for a two-year period. In cases where more than two years is needed to accrue the required clinical practice hours, provisional licensees may apply to renew their provisional license. Renewals of a provisional license are granted only when the provisional licensee has successfully passed the clinical exam within the initial two-year period of provisional licensure.

Clinical supervision must be delivered by an LCSW who has two or more years of post-LCSW clinical practice experience. The supervisor is required to review and discuss clinical social work cases and provide evaluative feedback and direction to the provisional licensee (North Carolina Social Work Certification and Licensure Board Supervisor Manual [NCSWCLB], 2009).

Supervision must be in person and must occur on a regular basis at a rate of no less than one hour of supervision for every 30 hours of clinical practice. A minimum of 100 hours of clinical supervision must be accrued, of which up to 25 hours may occur in the form of group supervision.

Clinical Practice Requirement

Only those hours in which the provisional licensee is actually engaged in the practice

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of clinical social work may be counted toward the required 3,000 hours of supervised clinical practice. Clinical social work practice is defined as follows:

The professional application of social work theory and methods to the biopsychosocial diagnosis, treatment, or prevention, of emotional and mental disorders. Practice includes, by whatever means of communications, the treatment of individuals, couples, families, and groups, including the use of psychotherapy and referrals to and collaboration with other health professionals when appropriate. Clinical social work practice shall not include the provision of supportive daily living services to persons with severe and persistent mental illness as defined in G.S. 122C-3(33a).

Key terms in this definition are *diagnosis, treatment, and mental disorders*. In essence, provisional licensees must have clinical social work opportunities to engage in diagnostic assessment and treatment (i.e., clinical intervention) with clients.

Scope of Clinical Supervision

Clinical supervision is focused on facilitating a provisional licensee’s clinical skills and knowledge. The principal focus is on clinical assessment and treatment skills within a context of relevant social work practice theory, methods, and ethics. Effective supervisors help supervisees develop expertise about clinical intervention, treatment options, and therapeutic techniques—often in relation to a particular client population or domain of clinical practice. In particular, the following areas of competence (NCSWCLB, 2009) should be addressed in effective clinical supervision:

- Ability to establish a professional relationship;
- Effective use of the supervision process;
- Knowledge of social work principles and practices;
- Knowledge and application of ethical standards of social work practice;
- Capacity to accurately diagnose mental disorders;
- Ability to formulate appropriate clinical treatment plans;
- Ability to implement interventions;
- Ability to accurately document clinical assessment and intervention progress;
- Capacity for flexibility in selecting and modifying interventions;
- Consistency of clinical skills performance; and,
- Overall clinical competence.

It is important that supervisors have access to client records in order to monitor their supervisee’s documentation skills. They should ensure that clients are informed that the provisional licensee is practicing under supervision and should also ensure that written consent for review of records by the supervisor is obtained. Supervisors are responsible for providing constructive and educative feedback to supervisees regarding their developing clinical skills. In addition, they are responsible for addressing issues of practice impairment as would be appropriate given the circumstances.

Supervision-Related Documentation

The Board requires the completion of specific documents related to the supervisory relationship and the developing expertise of provisional licensees. Each of the forms noted below is available for download from the Board website at www.ncswboard.org.

- **Emergency Crisis Plan:** This form is required of all provisional licensees prior to beginning clinical practice. It identifies avenues of supervisory support for clinical practice and must be signed by the provisional licensee and the clinical supervisor. Sample crisis plans may be found in the NCSWCLB Supervisor Manual located on the Board website.
- **P-LCSW Six-Month Review Form and Case Study:** This form must be submitted by provisional licensees every six months during the provisional licensure period. The form requires the signatures of the provisional licensee, the

clinical supervisor, and the employer and must be accompanied by a case study that reflects the clinical practice of the licensee. Sample case studies may be found in the NCSWCLB Supervisor Manual.

- **Position Statement for Clinical Supervision:** This form provides an overview of the clinical supervision process. It must be reviewed and signed (and initialed in certain places) by the provisional licensee and the clinical supervisor.
- **P-LCSW Private Practice Approval Request:** The Board officially discourages provisional licensees from engaging in independent private practice. In those circumstances, however, when a provisional licensee seeks independent practice approval or employment within the private arena, the private practice approval request form must be completed and submitted for Board review. Provisional licensees seeking private practice approval must demonstrate the availability of 24-hour emergency backup for clinical crisis management. The appropriate form must be signed by the clinical supervisor and all other emergency consultation professionals.

Although not specifically required as official documentation submitted to the Board, we strongly encourage supervisors and supervisees to establish a written clinical supervision agreement detailing the frequency of supervision, any applicable fees for service, and the scope of clinical practice and supervision expectations. Samples of these contractual agreements may be found in the NCSWCLB Supervisor Manual located on the Board website.

In addition, supervisors are encouraged to maintain a record of each supervisory session. Such documentation should include the date of clinical supervision, topics discussed, and recommendations made. Maintaining documentation is a vital tool for recording the content covered in supervisory sessions.

Conclusion

Under the doctrine of respondeat superior, supervisors are legally responsible for the work of their supervisees (Dolgoff, 2005). Therefore, supervisors carry significant accountability for assuring the quality of practice rendered by provisionally licensed supervisees. Supervision is a long-standing form of both accountability and training in the field of social work. Supervision is a hallmark of preparing future generations of clinicians. The wisdom and expertise that can be developed through effective supervision, combined with academic study, is irreplaceable for developing skilled clinical social work practitioners. The challenges and responsibilities of supervision are great, and the rewards of preparing future generations for the profession are immeasurable. The Board sincerely appreciates the service of all those who provide clinical supervision to provisional licensees.

References

Dolgoff, R. (2005). *An introduction to supervisory practice in human services*. Boston: Pearson/Allyn & Bacon.

North Carolina Social Work Certification and Licensure Board (2009). *Supervisor Manual: A Guide for the P-LCSW Supervisor*. ❖

Annual Audit of Continuing Education

The 2010 Continuing Education Audit is underway. Again, this year the Board's annual audit is being conducted by the Association of Social Work Boards (ASWB). Between 250 and 300 social workers who renewed their certificate or license in 2010 will be contacted to submit proof of attendance and completion of the continuing education activities submitted for renewal of their credential. ASWB will advise you of where to send the information.

Please be certain you can access your renewal information and be prepared to submit the required documentation in the event you receive an audit notice. You will also be asked to provide a copy of the renewal affidavit on which you listed the course names and dates.

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; and these continuing education activities are reported on the Renewal Affidavit which is 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 or contact the SWR staff at 1-866-825-9580. ❖

GOVERNOR APPOINTS NEW BOARD MEMBERS

The North Carolina Social Work Certification and Licensure Board welcomes two new professional Board members. **Joanne Sobolewski, MSW, ACSW, LCSW, DCSM, CSWM** and **Nancy J. Mercer, MSW, LCSW, LCAS, CSI** were recently appointed to the Board by the Governor of North Carolina, the Honorable Beverly Perdue. Each was appointed to a three-year term of service effective July 1, 2010.



*Joanne Sobolewski
MSW, ACSW, LCSW,
DCSM, CSWM*

Joanne Sobolewski received her MSW from Syracuse University and her undergraduate degree in Sociology from Le Moyne College, also in Syracuse, New York. She has been in practice post masters for the past thirty-three years and is a Diplomat in Social Work, a Qualified Clinical Social Worker, an ACSW, and a Certified Social Work Manager. Ms. Sobolewski brings a wealth of experience from her years of work in public mental health. She was employed by the New York State Office of Mental Health in the areas of both adult and child/adolescent services, and has also worked as an Administrator of Child and Adolescent Inpatient Unit; a member of the Psychiatric Rehabilitation Team (Service Recovery); and for the Central Office of the New York State Office of Mental Health.

For the past fifteen years, Ms. Sobolewski has been employed by Carolinas HealthCare System at Behavioral Health Randolph and is currently the Program Manager of the School Based Mental Health Program. This program offers outpatient treatment to students in select Charlotte-Mecklenburg school sites.



*Nancy J. Mercer
MSW, LCSW, LCAS, CSI*

Nancy Mercer received her MSW from the University of South Carolina and is currently in Private Practice in Asheville, North Carolina. She has worked in community mental health and addiction counseling settings for more than 30 years in a variety of capacities, ranging from therapist to program director.

Over the years, Ms. Mercer has provided clinical supervision for both social workers and substance abuse counselors. She is passionate about the value and importance of staff care and development. As part of her present practice, Nancy also offers clinically relevant trainings. She became a state-endorsed trainer early in the evolution of mental health reform and continues to serve as faculty at MAHEC. ❖

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

News from the Association of Social Work Boards

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 (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 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, 2010 to be considered. Visit www.aswb.org for more information and application materials.

Changes to Social Work Licensing Examinations: Free Exam Program will Begin January 1, 2011

By Troy Elliot, ASWB Communications Director

Beginning January 1, 2011, the Association of Social Work Boards (ASWB) social work licensure examinations used in the United States and Canada will undergo several changes, ranging from the reorganization of test content to the use of new testing sites. The first half of the year will also feature a program that will qualify some test-takers for a free Advanced Generalist examination as part of a data-gathering project.

As previously announced [to ASWB member boards], ASWB has completed its most recent analysis of social work practice in North America, and will be using new Bachelors, Masters, and Clinical social work licensure examinations based on this study in early 2011. A new Advanced Generalist examination will be implemented in early 2012.

In addition to reorganized content for all five licensure examinations used across the United States and in two Canadian provinces, the association has published—for the first time—the knowledge statements that describe specific competencies that will be addressed in the examinations. The availability of the entire set of KSAs (Knowledge, Skills, and Abilities) will assist boards, educational programs and others in “demystifying” the entire examination process.

Content outlines and KSA lists are contained in the practice analysis final report, which can be downloaded in its entirety at www.aswb.org. The Advanced Generalist examination will not change over to the new content outlines and KSAs until January 1, 2012.

At the same time the reorganized ASWB tests are released, the association will also begin working with a new testing vendor, Pearson VUE, of Bloomington, Minnesota, for administration and support of the ASWB social work licensing examinations. The change to Pearson VUE will include the use of new test center locations and will allow for several enhancements to the testing experience for candidates. Pearson VUE is regarded as a leader in the testing industry, and provides examination administration and support services for many regulatory board and licensure examination organizations.

To learn more about Pearson VUE and the clients it serves, visit the Pearson VUE website at www.pearsonvue.com. ❖

Change in Reporting Requirements to the National Practitioners Data Bank

RICHARD FERRISS, MSW, LCSW, CSWM, Ethics Director

The North Carolina Social Work Certification and Licensure Board is charged with enforcing the statutes and rules governing the practice of social work, which includes reporting all resulting disciplinary actions to the Disciplinary Action Reporting System (DARS), who in turn reports these outcomes to the National Practitioners Data Bank (NPDB). We would like to take this opportunity to inform practitioners of recent changes to the reporting requirements for NPDB.

Beginning March 1, 2010, expanded Federally-mandated reporting changes went into effect. The Board is now required to report any adverse action or practice limitation, which now includes: a) injunctions for unlicensed practice; b) issuance of cease and desist orders; c) continuing report of all disciplines [reprimand, censure, probation, sus-

pension, revocation]; d) withdrawal or denial of initial applications or reapplications proximate to an ethical matter; e) surrender of a certification or license during an ethics investigation; f) practice limitations connected to the delivery of health care services as defined by 45 C.F.R. 60.3; and g) limitations on the right of a certificate or license holder to supervise.

The reporting requirements do not include monitoring independent of restrictions or discipline, or letters of concern which the Board has not and will continue not to report or publish. Practitioners are reminded however, that all public record documents are available upon request; and restrictions, limitations, and other mandates imposed on a practitioner through an order of the Board are a matter of public record. ❖

Board Adopts SFY 2010-2011 Budget

MARY A. BROGDEN, MPA, BOARD TREASURER

The North Carolina Social Work Certification and Licensure Board adopted its SFY 2010-2011 budget on June 4, 2010.

SFY 2010-2011 Expenses

Licensure Expenses	\$339,180
Board Member Expenses	35,500
Personnel Expenses	334,156
Office Expenses	42,300
General Operating Expenses	<u>71,969</u>
Total Expenses	\$823,105

SFY 2010-2011 Revenues

License Fees	\$770,485
Interest Revenue	8,232
Transfer from Operating Reserve	<u>44,388</u>
Total Revenues	\$823,105

Licensure and Personnel expenses comprise over 80% of the Board's expenses. Licensure expenses include examination fees paid to the Association of Social Work Boards (ASWB), the cost of staff reviewing reports submitted by PLCSWs, and the cost of legal counsel. Personnel expenses represent staff wages, insurance, and benefits.

The Board's expenses are supported primarily through license fees. Interest from the Board's reserve accounts will also support expenses. The approved budget assumes that it will be necessary to transfer funds from the Operating Reserve to meet expenses. ❖

NCSWCLB MEETING SCHEDULE

Remainder 2010 Calendar Year

Friday, November 5 Friday, December 3

2011 Calendar Year

Friday – Sunday, January 7, 8, 9 (Business Retreat)	Friday, June 3 Friday, July 8 Friday, August 5
Friday, February 4	Friday, September 9
Friday, March 11	Friday, October 7
Friday, April 1	Friday, November 4
Friday, May 6	Friday, December 2

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 2009-2010:

Activity for the period 7/1/09 through 6/30/10	Total number processed
1. Applicants for examination:	958
2. Applicants denied examination:	06
3. Applicants sitting for examination (any level):	859
4. Applicants passed Bachelors level exam:	01
5. Applicants failed Bachelors level exam:	05
6. Applicants passed Masters level exam:	05
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:	436
11. Applicants failed Clinical level exam:	409
12. Applications for certification/licensure received:	1375
13. Applicants issued initial certification/licensure:	1134
14. Applicants issued certification/licensure by comity:	117
15. Certificates/licenses suspended or revoked through disciplinary action:	07
16. Certificates/licenses terminated for any reason (other than failure to renew):	03
17. Certificates/licenses suspended for failure to renew:	72
18. Certificates/licenses currently listed as non-practicing:	642
19. Applications for certification renewal:	2820

Current Number of Certificates/Licenses by Level on June 30, 2010

Level A – Certified Social Worker	Active	188
Level B – Certified Master Social Worker	Active	172
Level C – Licensed Clinical Social Worker	Active	5086
Level C – Provisional Licensed Clinical Social Worker	Active	1629
Level H – Certified Social Work Manager	Active	35

TOTAL CERTIFICATIONS Active

7110

The Board continues to maintain a website that provides information about social work certification and licensure in North Carolina, including a license search option and publication of adverse action taken by the Board. As previously reported, a newly revamped website is under construction and designed to be more informative and user friendly. Activation of the newly constructed website is expected in spring or summer 2011.

Board members made nine (9) presentations in response to requests from various agencies, social work organizations and Schools of Social Work. Topics included Social Work Certification and Licensure, and NCSWCLB Expectations for P-LCSW Clinical Supervisor. In addition, the Board sent out notification to Hospice and other Healthcare entities reminding them of the legislative mandate for licensure to provide clinical

social work services. The Board also invited various social work stakeholders to attend the Board's business meetings for discussion of issues impacting social work practice.

Regarding ethical matters, the Board acted upon more than eighty ethical complaints against social workers under NCGS § Chapter 90B, the North Carolina Social Worker Certification and Licensure Act. While the Board continues to receive and respond to telephone complaints, sixty-one written complaints were received during FY 2009-2010, and investigations were initiated in thirty-nine matters that came before the Board. Of the complaints acted upon, the Board issued a Letter of Caution or Concern in ten matters; nineteen allegations were unsubstantiated; and in nine matters, the Board did not have sufficient information on which to proceed, or determined the matter did not fall under their jurisdiction. A number of cases were resolved by Consent Order in which the social worker agreed to the terms and conditions of the order although six cases were presented to the Board through the administrative hearing process.

Outcomes included the following: two individuals were denied licensure, one license was suspended, six licenses were revoked, five licensees were placed on probation, two licensees were reprimanded, one license was censured, and two licensees voluntarily surrendered their license. In addition, the Board restored four licenses to good standing in response to compliance with a Board order.

In October and November 2009, Board members received formal training from the Board's legal counsel on Ethics and Lobbying, Administrative Procedures, Public Records Law, The Open Meeting Act, and the Tort Claim/Defense/Liability. In addition, members attended a retreat in January 2010, where they received additional ethics training presented by the Board's legal counsel on Ethics Commission updates and the Governor's Executive Order on Board member attendance, as well as Parliamentary Procedures. At the January retreat, members received additional training from Rules Review Commission on amending and adopting regulation.

This year the Board initiated rulemaking required by legislative mandate to address title protection for social workers, military waivers for licensure renewal, and annual reporting requirements, as well as voluntary surrender of a license. While there is no current expectation to amend the statute, the Board will proceed with the rulemaking process to address these amendments/adoptions during the upcoming year. ❖

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.

Allele, Teresa	P004344	CENSURED	10/1/10
Applewhite, Tracey Coale	P003029	REVOKED	3/14/2008
Bartley, Mary	C005891	SUSPENSION	8/6/10
Blue, Carl E.	C001182	REVOKED	3/13/2009
Boudrais, Sherry	C006953	PROBATION	9/10/10
Brosnan, Brian D	C004936	PROBATION	5/7/2010

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
DelConte, Sharon A.	C006401	LICENSE RESTORED OR REINSTATED - PARTIAL	5/7/2010
Dupree, Rebecca Gaynor	C001715	SUSPENDED	1/9/2009
Eberhardt, Mark	P005757	PROBATION	6/4/10
Edwards, Kobie Nia	P004624	PROBATION	6/13/2008
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
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	9/10/10
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
Jackson, Thomas	P006086	PROBATION	9/10/10
Jarman, Tamara	C003026	CENSURE	7/9/10
Jaudon, Stacey	C004396	CENSURE	10/1/10
Kali, Kathleen	P003074	REVOKED	12/1/2006
Koehne, Patrick	C000447	SUSPENDED	12/22/2006
Koehne, Patrick	C000447	SUSPENSION CONTINUED	11/2/2007
Konnell, Alan	C000720	CENSURED	10/22/2001
Leadem, Timothy	P003216	VOLUNTARY SURRENDER	10/5/2007
LoPresti, Dawn	P004855	STAYED SUSPENSION/PROBATION	10/10/2008
Lombard, Frank	C003133	REVOKED	7/9/10
Lovelace, Darryl	C005014	REVOKED	9/7/2007
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
Mosden, Patricia	C000396	PROBATION, CENSURE	10/2/2009
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	7/9/10

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	7/9/10
Watson, Madeline J.	C003680	REVOKED	12/10/2007
Whealton, Jr., Bruce	C002485	REVOKED	6/14/2001
Zelno, Andrew	C003649	REVOKED	12/4/200

