



REGULAR BOARD MEETING
University Park Plaza
University Conference Room A – 4th Floor
2829 University Avenue S. E.
Minneapolis, Minnesota 55414

September 21, 2007

Members Present: Kathleen Beehler, LSW
Anthony Bibus, III, LISW
Robin Bode, LSW
William Cullen, Secretary-Treasurer
David Hallman, LSW, Vice-Chair
Rosemary Kassekert, Public Member
Mary Casey Ladd, LICSW
Peter Langseth, LSW
Kenneth Middlebrooks, Public Member
Anoma Mullegama, LICSW, Chair
Tamerlee Ruebke, LSW
Beverly Ryan, LISW
David Sandry, Public Member

Members Absent: Antonia Wilcoxon, Public Member

Staff Present: Louis Hoffman, Director of Compliance
Brenda Mammenga, Compliance Coordinator
Sheryl McNair, LICSW, Staff Social Worker
Frank Merriman, Executive Director
Connie Oberle, Office Manager
Kate Zacher-Pate, Assistant Executive Director

1. **PROPOSED AGENDA**

Chair Mullegama called the meeting to order at 10:05 a.m.; a quorum was present. **A motion was made by Kassekert, and seconded by Ryan, to approve the agenda. The motion carried unanimously.**

2. **INTRODUCTION OF NEW BOARD MEMBERS:** David Sandry, Tammie Ruebke, and Ken Middlebrooks (re-appointed)

Mullegama welcomed Sandry and Ruebke to the Board and Middlebrooks who was reappointed.

3. MINUTES FOR MAY 18, 2007 MEETING [Attached]

The May 18, 2007 Board Meeting minutes were unanimously approved by the Board.

4. EXECUTIVE DIRECTOR'S REPORT [Attached]

Merriman made the following comments about the materials included in the Board packet:

1) Strategic Planning Proposal

- Strategic Plan Summary: Susan Senko, formerly from the State's Management Analysis and Development Department, conducted a strategic planning workshop for the Board on July 20 and for Board Staff on August 9. The Strategic Plan Summary created by Merriman includes Senko's Strategic Plan Reports with Merriman's comments.
- Strategic Plan Implementation: This document is a combination of the results of the two strategic planning work shops and Merriman's work plan.

[Bibus arrived at 10:17 a.m.]

- Board Committees and Staff Teams: Merriman explained that ad hoc committees have an assigned work agenda and will disband after the work is completed. There are two new ad hoc committees:
 - Board Processes Committee which will be responsible for overseeing the proposed implementation of the Board and staff strategic planning tasks; and
 - Licensing Study Committee which was mandated by the Legislature in its last session and which the Board has a year to complete.

2) Implementation of 2007 Legislation (Distributed)

- Refer this task to the Legislation and Rules Committee
- Assume that there will be no legislative proposals from the Board in 2008, and that the Board will propose any revisions to the 2007 legislation, budget, and licensure study in 2009. This legislative proposal should be approved at the September 2008 Board meeting.

3) IT Staff: Grace Kyonghae has been on staff as a temporary employee for one year, and DOER approved a request to extend her temporary position for an additional three years. The extension was granted and we are very happy that Grace will be able to continue her work in developing the Board's online systems and operations on the computer.

4) Statistics:

- Online applications and renewals are at approximately 60%, and we hope to reach 80% or above like some of the other Boards.
- It is difficult to retrieve reliable complaint statistics. We are looking at our reporting process and that information will be available at the next Board meeting.

- 5) Conferences: Brochures were distributed and decisions for those attending will be made in agenda item number 5 below.
 - CAC Conference, October 29-31: Merriman will attend (no Board members or Staff signed up)
 - FARB, January 25-27: Decision will be made at the November Board meeting.
 - Association of Black Social Workers, October 26: Bibus distributed information on this conference and said that he and Wilcoxon hosted a table their last year and McNair said that we will host again in October. Bibus said it is a good way to be responsive to work force development and diversity issues in the state and encouraged Board Members to attend.
- 6) Remodeling: With the surplus money from the last biennium and building lease allowance the following has been completed or will be done soon: walls painted, new lighting fixtures, ceiling tile, and cubicles.
- 7) Graphic Design: A new contemporary Board logo has been established to clearly identify us as the Board of Social Work on our web site, business cards, stationery, and conference display boards. To establish a Board spirit of team work, staff has received T-shirts with the new logo which may be used to identify people working at booths. Board members will be contacted for their interest in ordering a T-shirt.
- 8) 20th Anniversary Party: The open house is today. Invitations were sent to past Board Members, Associations and the building. It is a good time to celebrate this mile stone.

[Merriman noted that new Board Member orientation was presented yesterday and Board members were asked if there were any other updates to orientation materials other than the current updates.]

Langseth referred to the 2007 legislation increase in continuing education from 30 to 40 credits. He asked how this process is going to be evaluated and Merriman said it will be referred to the Legislation and Rules Committee.]

5. APPOINTMENTS:

- 1) Conference Attendees: The following were approved by the Board:
 - Citizen Advocacy Center, October 29-31, 2007, Seattle Washington: Frank Merriman.
 - ASWB Annual Meeting, November 9-11, 2007, San Antonio, Texas: Ladd and Middlebrooks with Beehler as Board Delegate.
 - FARB, January 25-27, 2008, Sante Fe, New Mexico: Bode, Kassekert and Hoffman.
- 2) Committee on Board Processes: This is an Ad Hoc Committee that will look at questions about Board membership, whether the Vice Chair should be designated as Board Chair-Elect, strategic planning, etc.
 - The Board approved, without objection, Hallman, Langseth and Middlebrooks for this committee and Merriman represents Board Staff.
- 3) Nominating Committee: This committee selects the Board's Executive Committee. Nominations will be made and elected at the November Board meeting for the 2008 term.

- The Board approved, without objection, Bibus, Bode and Langseth for this committee.

4) Licensing Study Committee:

- The Board approved, without objection, Wilcoxon as Chair, with Beehler, Bode, Ryan, Ladd, Langseth and Middlebrooks for this committee.

6. LICENSING STUDY: Senator John Marty

Senator Marty thanked the Board for inviting him to talk about the licensing study. The Legislature mandated the Board to study and make recommendations on how to increase numbers of licensed social workers serving underserved communities and explore alternative paths to licensure that does not include a standardized exam. He said that last year the Board recommended a provisional license be enacted for an ESL applicant who failed the exam twice. Even though it was not the Board's intention, Senator Marty was concerned that it was not a good message because applicants would prefer to study and pass the exam. He said the Board needs to look at what it should do to recruit social workers and explore alternative paths to licensure. He asked if there were questions.

- Langseth said he appreciates the phrasing of the study language that does not exclude greater Minnesota.
- Bibus thanked Marty for meeting with the Board and said that the Board has struggled with developing an alternative path to licensure. He said that the Board has found that some states are more discriminatory and punitive in this process and people licensed by an alternative path feel like second class social workers. He also noted that the national exam had minimum standards of knowledge, it would be defensible in court and that this is important to the Board as a regulatory body.
- Marty made a general comment that it isn't the goal of alternative licensure to be an easier route to licensure or having incompetent people or that the exam should be difficult for the sake of determining competence, but that people learn by different methods and this should be taken into consideration when looking at underserved communities.
- Ladd commented that there are BSWs and MSWs who cannot pass the exam and she said that the Licensing Study Committee will look at whether the educational community should be more responsible to prepare students for the exam. Perhaps a mentoring program and alleviating the prohibitive cost to individuals trying to pass the exam would be helpful.
- Middlebrooks said that tuition forgiveness could be an important incentive for people wanting to become social workers.
- Bibus said that the Board has had an aggressive campaign with the authors of the ASWB National exam about the examination's validity and the Board has questioned the fact that ASWB reports did not include FB/ESL data. He also said that colleagues from ASWB met with the Board and they shared information and said that the exam will continue to improve. The ASWB Newsletter noted that there are five Minnesotans on the Exam Writing Committee, the largest representation from any state of those who write the exam and Bibus said this Board is taking a leadership role in addressing the questions that exam writers may shy away from. Until there is a valid exam for all those who take the test, there needs to be an alternative path for licensure.
- Marty said that it would be appropriate for the Board to recommend tuition forgiveness because there is a shortage of people in social work programs.

- Merriman asked if there is any difference between the shortage of social workers compared to other professions.
- Marty said that there are shortages in general medical practice as people make more money in specialty medicine. There are also shortages in practitioners from diverse ethnic, racial and national origin to serve these communities.
- Mullegama thanked the Senator for his service in this area so that Minnesota will be better prepared to serve these communities.

7. LUNCH [Farewell ceremony for departing Board Member Roy Garza]
(Cullen arrived during lunch)

Merriman announced that Garza would not be able to attend the luncheon. A plaque honoring his service to the Board will be mailed to him.

8. COMPLIANCE COMMITTEE: Anoma Mullegama, David Hallman, and Ken Middlebrooks [Attached]

(Executive Session: The meeting was closed to the public at 10:55 a.m.)

Hoffman introduced the following cases:

1. In the Matter of Simone D. Lott, LSW License No. 17609. The Compliance Committee's recommendation to approve the Stipulation and Order which reprimands, conditions and restricts Simone D. Lott's License was unanimously approved by the Board.

2. In the Matter of Jeffrey W. Eberhard, LSW License No. 16022. The Compliance Committee's recommendation to approve the Stipulation and Order which reprimands, conditions and restricts Jeffrey W. Eberhard's License was unanimously approved by the Board.

9. COMMITTEE & LIAISON REPORTS

A. Advisory Committee: Tony Bibus

Bibus reported that he could not attend the meeting and said that Wilcoxon is the Committee's new liaison. Luinenberg said that the Committee will look at supervision and how the Committee and the Board could come together to provide additional supervision resources for licensees. Merriman distributed "MN Board of Social Work Advisory Committee Meeting Minutes, 8/03/2007".

B. ASWB: Kathy Beehler

Beehler reported that she will attend the ASWB Annual Meeting, November 9-11 in San Antonio.

C. Compliance Education Outreach Committee: Antonia Wilcoxon

In Wilcoxon's absence, Ladd reported that she and Hallman, Ryan and Wilcoxon did a presentation at the Age and Disabilities Odyssey in Duluth in August called "A Framework for Ethical Dilemmas". Hallman did a poster session and McNair hosted a

vendor booth. Ladd thanked McNair for the great job in organizing the conference and said that there was a large turn out. McNair said that some Board members have commented that it would be helpful if Hoffman would have a session at a Board meeting about the compliance process, and she thanked the Board members who presented at the conference. Also, the Board will host a vendor booth at the St. Louis County Health & Human Services Conference October 18-19 for administrative and county social workers for the upper one-third of the state, and would there be interest in presenting at the MSSA conference in March 2008.

D. Council of Health Boards: Rosemary Kassekert

Kassekert reported that there was no meeting.

E. HPSP: Rosemary Kassekert

Kassekert reported that the Program Committee met August 21 and she presented "Fiscal Year 2007 Report" and "Objectives", "Security Report" and "Compilation of Results Executive Committee Director Survey 2007". She said that there are concerns about monitoring conditions of a "one size fits all" instead of one tailored to a profession and how HPSP deals with non-chemical dependency impairments.

F. Legislation & Rules Committee: Mary Casey Ladd

Ladd reported there was no meeting. She said that the Committee will look at implementing the 2007 legislation. She said that she and Langseth are on the Committee and that Bibus' terms ends January 1. Sandry volunteered to be on the Committee, and Beehler will do so by conference call. Merriman said that he is the Board Staff representative and Advisory Committee representatives Berkwitz and Luinenberg agreed to continue participating on the Committee.

G. Legislative Task Force: Tony Bibus

Bibus reported the following:

- The Task Force is an ad hoc group which is looking at implementing the resolution the Board passed in 2001 to remove exemptions of public and county social workers, and which would change the original exemptions of licensure from 1987. This Board plans to recommend legislation in 2009.
- Approximately 38% or 3,422 of county social workers are voluntarily licensed which creates a greater gap in public protection in counties compared to an alternative form of licensure. The task is to mobilize the modification of standards for public sector social workers so that there are consistent standards.
- This Task Force has been meeting for two years and the last meeting's discussion was about its purpose and role and how it is distinguished from the Legislation and Rules Committee. It was found that there is some overlap, but not cross-purpose in the work of the two groups and it was discussed how to maximize resources.
- The "New Idea" is being presented to valued contacts from the county setting at the next Task Force meeting to discuss modifying BSW and MSW licensure requirements so that degreed social workers would be required to be licensed. Others hired by the county who are not trained in social work would not be required to be licensed.

- At the last meeting there was discussion regarding whether consumers and advocates should carry the legislative proposal, with the Board in the supporting role.

H. OMHP: Tony Bibus

Bibus reported the following:

- OMHP's Program Committee, which has representatives from every Mental Health Licensing Board, will meet this afternoon.
- The Committee has been meeting monthly and it takes complaints from the public regarding unlicensed mental health practitioners. Gina Green is the OMHP Program Director.
- A major requirement of the Program Committee is to prepare a report to the legislature in 2009, when OMHP is scheduled to sunset, about the continuation of the office. Bode has been attending the meetings and may take Bibus' place on the Committee when he leaves the Board.

I. Licensure Study Committee: Antonia Wilcoxon

Wilcoxon asked that a Committee member report in her absence. Ladd reported the following:

- The Committee met for the first time last night with the African American Community and the African Immigrant Community. More participation was encouraged from the Latino and Native American communities.
- The Committee is required to report to the Legislature in December 2008 and a proposal will be presented to the Board in September 2008. The next meeting is October 25, and the Committee will meet monthly.
- Chris Black-Hughes is conducting research on increasing access to social work services for under-served populations and mapping social workers across the state.
- Bibus will have a preliminary written report on the study he and Black-Hughes are conducting for the November Board meeting.

J. Finance Committee: Bill Cullen

Cullen reported the following:

- The Committee met last night and discussed the end of the year report.
- The Board continues to spend less than allocated and has a surplus of \$140,000 and it was discussed whether the Board should prepare for tougher times.
- Merriman and Cullen will meet and report to the Board in November.

NOTE: Bode volunteered to mentor Ruebke and Cullen will mentor Sandry.

10. PUBLIC COMMENT

Public comments will be made at the Anniversary party.

11. OTHER BUSINESS

Middlebrooks thanked the Board Staff for the great job it did in preparing for the Strategic Planning retreat.

12. Roundtable

- Hallman said that he attended the Compliance, Finance and Licensing Study Committee meetings. He hopes that the work of the licensing study will expand to many communities through recruitment/marketing, and that the purpose of the profession and monetary rewards will be made known.
- Kassekert said today's licensure study discussion was interesting and valuable.
- Ryan said she is on the Licensing Study Committee which met last night and that the committee's charge is to "to explore and make recommendations" under the statute, and she believes they can do a good job. She also said it was helpful to have Senator Marty here today to express his thoughts on the study.
- Beehler asked about receiving expense reimbursement from conferences. Oberle said that the State now has an electronic version of the expense report form and she will forward it to the Board.
- Zacher-Pate said the following: 1) she thanked the Board and Merriman for her being able to attend the Board Strategic Planning Retreat, and she said it was very successful; 2) she is going to do social work presentations at Fon du Lac for the first time and once again at St. Scholastica in October; 3) she thanked Board Staff and team for coordinating today's open house and said that the new tri-fold display board will be on display at the party as well as a 20 year timeline which identifies the Board's key accomplishments over the past 20 years; and 4) that Black-Hughes asked her to relay to the Board that she would be happy to receive any suggestions the Board has about the research project she is doing in conjunction with the Licensing Study Committee.
- McNair said that she will have a Board vendor table at the NAMI Conference in November and will be using the Board's new tri-fold display board and compliance brochure. She said that people were very interested in the compliance brochure at the August 2007 Age & Disabilities Odyssey Conference in Duluth.
- Bode said she is very interested in receiving comments about public policy on mental illness such as prevention, strategies and barriers in Minnesota.
- Ruebke thanked the Board for its warm welcome to her as a new Board member, especially Merriman, Zacher-Pate, Hoffman and Oberle at the new Board member orientation.
- Merriman thanked Susan Senko for her planning and presenting at the Board and Staff Strategic Planning Retreats. Senko has moved from the Twin Cities but she will be returning in March or April. If we have the need, she will be available to meet with us during that time. He also thanked Black-Hughes and Bibus for the study they are working on for the Board and that he appreciates and values their time and effort on this project. He also congratulated Mullegama for leading very efficient Board meetings.
- Mullegama thanked the Board for its hard work and for being a very cohesive group to work with, especially at the Strategic Planning Retreat.

13. ADJOURN

The meeting adjourned at 1:15 p.m.

20th Anniversary Celebration: University Room

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'WJ Cullen', with a long horizontal flourish extending to the right.

William Cullen
Secretary-Treasurer