

STATE OF MINNESOTA

# BOARD OF SOCIAL WORK

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

**September 15, 2006**

**Members Present:** Anthony Bibus, III, LISW  
Robin Bode, LSW  
William Cullen, Public Member  
Roy Garza, LICSW  
David Hallman, LSW, Secretary-Treasurer  
Mary Casey Ladd-Bowman, LICSW  
Peter Langseth, LSW  
Kenneth Middlebrooks, Public Member  
Anoma Mullegama, LICSW, Vice-Chair  
Beverly Ryan, LISW  
Antonia Wilcoxon, Public Member, Chair

**Members Absent:** Kathleen Beehler, LSW  
Rosemary Kassekert, Public Member

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

## **1. PROPOSED AGENDA**

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

## 2. MINUTES FOR JULY 21, 2006 MEETING

Bibus asked that an amendment be made to the July 21, 2006 Board minutes. A motion was made by Bode, and seconded by Garza, to amend number "12. Legislation and Rules Committee" to state the following in the first bullet point: "Ladd-Bowman agreed to Chair the Legislation and Rules Committee, Bibus and Langseth will serve as committee members, and the Drafting Subcommittee will have two members appointed by the Advisory Committee." The motion carried unanimously.

## 3. EXECUTIVE DIRECTOR'S REPORT: Frank Merriman

Merriman distributed thank you cards for Board members to sign in honor of previous Board members Margaret Sebring Khali and Paul Gaston. Merriman reported the following:

- Work Plan: See the highlighted areas for additions to the plan.
- Staffing: See the Board's updated organizational chart.
  - The chart includes a new IT Unit. This IT position was supported by Chris Luhman, our IT staff person from ASU. The contracting process required by the Office of Enterprise Technology and the Department of Administration is complex and hiring a temporary IT person is more economical than contracting with an outside consultant. The new IT position is temporary and has a June 30, 2007 end date.
  - The Communication Specialist recently left this position and Julie Gieger has been hired to begin work on September 27.
  - Bethany Henshaw has been our temporary Office Assistant. The position has become a permanent position, and interviews will be conducted next week.
  - The AFSCME appeal to the ALJ was dropped regarding a staff employee that was involuntarily let go several months ago.
- Statistical Reports: The Compliance Unit's report was distributed, and it will be included, along with the Licensure Unit's report, in this year's biennial report.
  - Online renewals have increased to 62%. A survey will be completed and a report submitted to the Board about online licensure renewal.
- Communication with Senator Lourey regarding Sandra Korf: Senator Lourey is pleased with the Board's relationship with the legislature.
- Strategic Plan: Pursuant to the Board's direction, the Executive Committee recommended that the Board sign an interagency agreement to do a management analysis study of the Board and staff. Susan Senko from the State's Management Analysis and Development Department will conduct interviews with staff on September 22 and 28. Senko will set up interviews with Board members which will be conducted in person or by phone. All interviews are confidential.
- Board membership lists were distributed for review and they will be revised accordingly.
- "Examination writers sought" notice from ASWB was distributed. If interested, Board members may contact ASWB directly.

#### 4. **PROPOSED EDUCATION & TRAINING SESSIONS: Frank Merriman**

Merriman asked the Board if it would like to continue with the proposed education and training sessions. After discussion, it was decided that due to time constraints, the legislative process training scheduled for the November Board meeting will take place at a later time, but the HPSP status report by Monica Feider will stay on the schedule as noted. Langseth asked if it would be valuable for ASWB to do its new board member training again. The consensus was that it would be worthwhile, but that it should be scheduled after the two vacant Board positions are filled.

#### 5. **DR. WILLIAM ANDERSON: Chair, Minnesota State University- Mankato, Social Work Department**

Merriman introduced Dr. Anderson. Anderson began by saying that there is a shortage of MSW programs in rural Minnesota, and that MSU is in the process of developing a Masters program. Approval of the program has occurred at the state level and it is seeking accreditation from the Council on Social Work Education (CSWE). Beginning in the fall of 2007, the two-year Master's degree program will be accepting students who do not have a BSW. The following summer, those with a BSW degree will be able to take a one-year program to obtain a MSW. However, accreditation of the MSW program may not occur until the fall of 2010, which leaves a one-year gap between graduation and being able to take the examination. MSU is interested in the Board considering options so that graduate students may obtain a temporary license soon after graduation, which would occur before the program's accreditation.

Anderson said that the new program's focus is taken after the "Duluth Model", which is an advanced generalist program with a clinical, administrative, policy emphasis. There was a discussion about offering the graduates a temporary license to practice social work during the CSWE accreditation process. Ladd-Bowman said this issue would be placed on the Legislation and Rules Committee agenda.

There was discussion about the program's diversity, and Anderson said that MSU is required and committed to build diversity into the program, and that they will work on recruiting a diverse faculty as well as having a diverse student population. Anderson thanked the Board for the opportunity to speak today.

#### 6. **COMMITTEE & LIAISON REPORTS**

**A. Compliance Committee: Anoma Mullegama, David Hallman  
Ken Middlebrooks**

Mullegama said that there was no activity to report. Wilcoxon asked the committee to report on the types of practice issues that come to the committee. Merriman said he would put this on the next agenda.

**B. Compliance Education Outreach Committee: Antonia Wilcoxon**

Wilcoxon asked Hoffman to report. Hoffman said that he and Hallman, Wilcoxon, Mullegama and McNair will meet today regarding their presentation at the Age and Disabilities Odyssey conference on October 6 in Minneapolis. The program will focus on the changes to the Practice Act and will present a scenario regarding the new sexual conduct standard. Middlebrooks said that this is the largest conference on aging, which is being sponsored by DHS in conjunction with the national conference.

**C. Council of Health Boards: Rosemary Kassekert**

In Kassekert's absence, Merriman reported that the Council did not meet. However, the Council has established a subcommittee to look at a request that the legislature posed to the Council regarding Naturopathic Medicine. Merriman said that he received a call from the Minnesota Association of Doctors in Naturopathic Medicine asking for the Board's support of the proposal. Merriman also said that he assumed that the Board would not have a position on this matter because it does not involve social work. Merriman will relay the Board's position to the association.

**D. Advisory Committee: Tony Bibus**

Bibus reported the following:

- As the advisors to the Board, the committee expressed interest in being involved in the strategic planning process and in gathering information for the analysis.
- There was discussion about the Board's budget proposal to the legislature.
- Several committee members are also members of the ESL Committee. There was discussion about the fact that there is no systematic process to receive information from consumers and social workers on this issue.
- Several committee members are also on the Legislative Task Force, which will look at county social worker exemptions.
- The clinical standards group is working on legislative changes regarding standards and supervision.
- The Legislation and Rules Committee was reconstituted to deal with legislative action the Board may take this session. Pam Berkwitz and

Pam Luinenberg were appointed to be on the Legislative Drafting Subcommittee.

- The committee would review questions regarding a jurisprudence exam.

Wilcoxon asked if the Board understands the role of the Advisory Committee to the Board.

Bibus noted that the Board by-laws provide information regarding the Board and its committees. Board meetings are subject to the State's Open Meeting Law, and the Advisory Committee members are appointed by the Board Chair. The committee meets the first Friday every other month beginning in February, and it reviews policies of interest to social work practitioners and makes appropriate recommendations to the Board.

#### **E. Office of Mental Health Practice (OMHP): Tony Bibus**

Bibus reported that OMHP's purpose is to regulate unlicensed mental health professionals, and that it responds to complaints about these mental health professionals. OMHP is housed with the Board of Social Work, and its Program Director is Christy Wright. Wright will be on a FMLA leave for twelve weeks beginning September 22. Hoffman, of the Board of Social Work, will stand in until Wright returns to work. OMPH is scheduled to sunset in 2009, and there will be an assessment of its operations to determine whether its work should be continued.

#### **F. Legislative Task Force: Tony Bibus**

Bibus reported that the Task Force is an Ad Hoc committee of the Board which is developing legislation to revise county social worker exemptions. The Task Force meets every other month to gather information and to identify allies that are interested in having social workers licensed no matter what the practice setting. The Task force has met with the State's Office of Ombudsman, and will meet with the State's African American and Family organization. For the 2007 legislative session, no legislation will be initiated.

#### **G. Legislation & Rules Committee: Casey Ladd-Bowman**

Ladd-Bowman reported that the committee met for the first time last night and that there may be a legislative proposal regarding ESL, and possible changes to the clinical standard requirements for social workers applying for the LICSW license. Based on Dr. Anderson's comments above, the Board may want to propose legislation to allow MSW graduates, whose school is a candidate for NSCWE approval, a temporary license.

## **H. HPSP: Casey Ladd-Bowman**

Ladd-Bowman reported that Monica Feider from HPSP gave an extensive PowerPoint presentation regarding HPSP's mission statement and goals. Feider explained that HPSP's purpose is to protect the public from impaired professionals who have mental health or substance abuse issues. There was a 13% increase in participation in 2005, which is due to the new ETG testing for alcohol/chemical dependency. Some licensees are referred to the program through disciplinary or corrective action, or on the contingency that a complaint filed upon the licensee will be dismissed after signing a Participation Agreement with HPSP. The Board pays \$1000 per participant, plus a percentage of licensees who participate in HPSP.

## **7. PROPOSED 2007-2008 BUDGET: David Hallman: Chair, Finance Committee**

Hallman reported that the Committee met last night. There is no new data to report as the Board will propose a budget of \$873,000, which is the same amount as the last biennium. The Board must comply with the Department of Finance's guidelines which do not permit an increase in the Board's appropriations. The Administrative Service Unit did not have the figures ready in time for this meeting, so the Board was asked to accept the budget as it stands. Wilcoxon was concerned that the Board was asked to vote without budget estimate figures. **A motion was made by Hallman, and seconded by Langseth, to accept a budget for the Board in the amount of \$873,000 as proposed by the Finance Committee. The motion carried unanimously.**

## **8. ESL: Colleen McDonald: Consultant**

Merriman introduced McDonald and distributed "Proposed Report of Findings from Community Roundtable Discussions and Key Informant Interviews, September 14, 2006 Submitted by Colleen McDonald, MA, Program Consultant, in partnership with Jannina Aristy, Multicultural Specialty Providers Network." McDonald reported that the committee met yesterday and she explained that this report is not a rigorous quantitative report, but that it is a summary of the dominant themes from the roundtable discussions and seven telephone interviews that were conducted. McDonald reported that the factors leading to disparities in social work licensure for foreign born applicants were found to be the same in this study as those reported by Dr. Ralph Holcomb. Foreign born social workers support the alternative licensure method and the addition of supervision.

## **Glenda Rooney: Professor, Department of Social Work, Augsburg College**

Wilcoxon introduced Rooney and said that she invited her to give the Board an historical perspective on the ESL issue. Rooney was a Board member from 1989-1995,

she chaired ASWB's Exam Writer Committee, has co-authored a textbook, and has worked with other countries to license social workers. Rooney invited Dr. William Anderson to join her in the discussion.

Rooney said that the social work examination is different from what is learned in the classroom as the professors are teaching according to content outline, not teaching to the test. The content outline is taken from the work practitioners say they do in the field. Rooney also commented that the ASWB item writers are very diverse according to region, sex, race and ethnicity and that the struggle with the ESL issue continues. Anderson commented that he supports an alternative licensure process, but there is enormous resistance at a national level. He commented that an alternative exam format may provide a diverse social work community.

Wilcoxon thanked Glenda Rooney and Bill Anderson for meeting with the Board today.

[Garza left the meeting at 12:20 p.m.]

**LUNCH: Going-away ceremony** (Adjourned from 12:45 – 1:15 p.m.)

Wilcoxon thanked former Board members, Margaret Sebring Khali and Paul Gaston, for joining the Board for lunch today, and expressed her appreciation for the many years they served on the Board.

**8. Peter Langseth: Chair, ESL Committee** (continued)

Merriman distributed draft "ESL Proposal, September 13, 2006." Langseth reported that the committee met last night and that the committee was very pleased with the proposal and the work the Board has done. The following were comments about changing the proposed language:

- Line 7: "Communicates in English as a second language.
- Line 60: Only LICSW's would have a supervision requirement.
- Line 64-67: Recommends no sunset date.

The proposal will be submitted to the Legislative and Rules Committee for review.

**9. NOMINATING COMMITTEE: Appoint Members**

Merriman read the Nominating Committee appointment section of the Board By-laws which said that the Board Chair appoints the Nominating Committee. Cullen, Langseth and Middlebrooks agreed to be on the committee.

**10. CLINICAL STANDARDS**

**A. Background Information: Frank Merriman**

Merriman distributed "Clinical Standards Issue Background Information for the September 15, 2006 Board Meeting," and explained that the legislature mandated an evaluation of the requirements for licensed mental health practitioners to receive medical assistance reimbursement under Minnesota Statutes. The issue is being studied by a task force chaired by Gary Cox of DHS and having members who represent the mental health professions and the social work community. Pam Berkwitz of the Minnesota Coalition of Licensed Social Workers chairs the Board's Clinical Standards Subcommittee, Pam Luinenberg chairs the Mental Health Professionals Steering Committee, and Merriman was appointed as the Board of Social Work's representative. The final report is due to the legislature January 15, 2007.

**B. Advisory Committee & Clinical Standards Subcommittee:  
Pam Berkwitz, Chair of Clinical Standards Subcommittee**

Pam Luinenberg, Chair of the Mental Health Professionals Steering Committee, introduced Pam Berkwitz, Chair of the Clinical Standards Subcommittee, Debra Saxhaug, Executive Director of the Minnesota Association for Children's Health, and Sue Hanson, Chair of NAMI's Minnesota Legislative Committee and parent advocate.

**C. Advocacy Group: Debra Saxhaug, Executive Director,  
Minnesota Association for Children's Health**

Saxhaug said that the Group consists of parents advocating for children who receive mental health services, and who are often afraid to complain about services received.

Sue Hanson talked about NAMI's concern that the public receiving mental health services do not differentiate between case managers and social workers. Therefore, NAMI supports clinical course work competency requirements for case managers.

Pam Berkwitz, as Chair of the Minnesota Coalition of Licensed Social Workers and the Clinical Standards Subcommittee, along with DHS, agree that there should be clinical standards. Berkwitz refers to the draft of "Clinical Social Work Standards Subcommittee September 8, 2006" which lists the knowledge areas that should be addressed in social work education. The proposal is not final, and the Advisory Committee will be asked for its feedback.

**D. Educator: Barbara Shank, Dean, School of Social Work,  
College of St. Catherine/University of St. Thomas**

Shank thanked the Board for having her speak today and that she was responding to the concern about protecting and providing quality mental health care to Minnesota mental health consumers, both adults and children. She spoke about educational requirements for each level of licensure and developing clinical standards for social work applicants for the clinical license. She believes that licensure requirements should advance the Board's mission to protect the public, that the Board should address DHS concerns regarding inadequate training among mental health professionals for diagnosing and treating mental health clients, and that it should maintain parity with other mental health professions. Shank thanked the Board for the opportunity to speak today and asked if there were any questions.

#### **11. PUBLIC COMMENT**

Pam Luinenberg spoke on behalf of the Minnesota Coalition of Licensed Social Workers. She wanted to mention the need for ASWB exam writers, as noted above, and that the School Social Worker slot is still open on the Board. She also said that the Coalition asked her to be on the ESL Committee since its inception, and that she is pleased that the Board is taking the ESL issue seriously. She said that the counties have asked for more minority providers, and that an alternative method of licensing may facilitate providers of service that is appropriate for communities.

Cullen asked if an apprentice social worker classification would be appropriate. Alan Ingram, Executive Director of the National Association of Social Workers-Minnesota Chapter, said that the consumer could interpret this as a second or third-class license.

Luinenberg said that an alternative method to determine a social worker's competence could be measured through a one-year period of close supervision. The person would not receive a license if they were not competent.

After discussion Langseth and Bibus said it was important that the FB/ESL issue should be on the next Board meeting agenda.

There was also a discussion about whether the clinical standards issue should also be on the next Board meeting agenda. Ingram said that DHS must report to the Legislature in 2007, but that it may be necessary to delay any substantive changes at this time due to prohibitive costs to agencies that provide supervision, or the concern that the standards could make it impossible for people from other states to practice in Minnesota.

#### **12. OTHER BUSINESS**

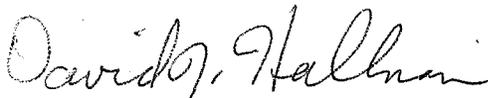
**12. OTHER BUSINESS**

Middlebrooks asked the Board to e-mail Cullen, Langseth or himself regarding their interest in the nominating slate.

**13. ADJOURN**

The meeting adjourned at 2:45 p.m.

Respectfully submitted,



David Hallman, LSW  
Secretary-Treasurer