



REGULAR BOARD MEETING
University Park Plaza
Conference Room A - 4th Floor
2829 University Avenue Southeast
Minneapolis, Minnesota 55414-3239

Minutes
January 16, 2015

Members Present: Christine Black-Hughes, LICSW
Jason Collins, LSW
Donna Ennis, LSW
David Hallman, LSW
Angela Hirsch, LICSW, Secretary-Treasurer
Kathy Lombardi, LICSW
Susan McGeehan, LSW
Kenneth Middlebrooks, Public Member
Carol Payne, LSW, Vice Chair
Ruth Richardson, Public Member, Chair
Mary Weaver, Public Member

Members Absent: Rosemary Kassekert, Public Member

Staff Present: Megan Gallagher, Regulations Analyst
Michelle Kramer-Prevost, LISW, Staff Social Worker
Sheryl McNair, LICSW, Assistant Director
Connie Oberle, Office Manager
Roberta Schneider, Office Assistant
Kate Zacher-Pate, LSW, Executive Director

1. PROPOSED AGENDA [Attached]

Chair Richardson called the meeting of the Minnesota Board of Social Work (BOSW) to order at 9:03 am. A quorum was present.

A motion was made by Middlebrooks and seconded by Hirsch to approve the Agenda as presented. The motion carried unanimously.

2. MINUTES FOR NOVEMBER 21, 2014 MEETING [Attached]

The Board reviewed the November 21, 2014 Board meeting minutes.

A motion was made by Hirsch and seconded by McGeehan to approve the November 21, 2014 minutes as written. The motion carried unanimously.

Richardson welcomed new staff member, Megan Gallagher, Regulations Analyst, to the board and board members introduced themselves.

3. EXECUTIVE DIRECTOR'S REPORT: Zacher-Pate [Attached]

Zacher-Pate distributed the following: per diem claim forms, expense report forms, and the sign-in sheet with public and private BOSW contact lists to be updated as needed.

Zacher-Pate provided a short summary of the Executive Director's report including:

- Staffing and Personnel: New staff member Megan Gallagher, Regulations Analyst, was introduced to the board.
- Board Member Vacancies: Three unscheduled vacancies still exist: one Public Member, one Licensed Graduate Social Worker (LGSW), and one Licensed Independent Social Worker (LISW). In addition, effective January 2015, two scheduled vacancies include one Licensed Independent Clinical Social Worker (LICSW), Hirsch, and one Public Member, Middlebrooks.
- BOSW IT Initiatives:
 - There will be a time extension to the contract deadline for the new licensing system.
- 2015 Legislative Session [Attachments]:
 - The Legislative Session convened on January 6, 2015. Committee Deadlines have not yet been set. House & Senate Committee Memberships have all been determined.
 - Automatic Bill Tracker Updates can be implemented to track a bill.

McGeehan asked about the board's participation as bills come up that may have implications for the field of social work. Zacher-Pate explained that there are a few steps in which board members can be involved, including selecting authors for a BOSW bill, visits to the Capitol to speak to Legislators and authors, and testifying on behalf of a BOSW bill. Board members are generally more directly involved with Legislators given the complexity and possible controversial nature of a bill. Non-BOSW bills, which may have an impact on the field of social work, are also monitored by BOSW staff and can be monitored by board members.

- Attorney General Reassignment:
 - Attorney Nicholas Lienesch has been reassigned.
 - Attorney Greg Schaefer will continue to serve as the Board's legal counsel.
- BOSW Responses to Initiatives [Attachments]: Zacher-Pate thanked the Executive Committee for drafting the attached notices.
- MS 148E.035 Variance Requests: One variance has been approved, under MS 148E.035, since the November 21, 2014 board meeting.

In addition to these items, Zacher-Pate reported on an update from the Revisor's Office, which corrects the DHS change to Minnesota Statutes 148E.065, subdivision 4a. Zacher-Pate also announced that the BOSW policy bills are being drafted by the Revisor's Office.

**4. LICENSING REPORT: McNair
2013-2014 Grandfathering Update**

- The two-year grandfathering opportunity ended at midnight on December 31, 2014.

- As of 12/31/2014, the total number of applications for licensure through grandfathering is 833 (356 LSWs; 218 LGSWs; 80 LISWs; 179 LICSWs). Of these, 324 licenses have been granted and 384 are still in process at this time.
- 232 applications were received during the last six weeks of the two-year time period.
- A number of applicants did not meet all of the grandfathering requirements and were determined to be ineligible.
- It is too early to provide more details regarding this new group of applicants/licensees given the large number of new applications.

End of the Year Licensing Snapshot

- Licensees issued in 2013: 13,165
- Licensees issued in 2014: 13,711 (5,880 LSWs; 2,188 LGSWs; 787 LISWs; 4,856 LICSWs).
- Applications submitted in 2013: 1,846
- Applications submitted in 2014: 2,433 or an increase of 587 applications or 32%.
- Temporary licenses have remained stable for both years with 116 issued in 2013, and 119 issued in 2014.
- License renewals in 2013: 5,292
- License renewals in 2014: 5,230

Supervision Plan Forms

- Submitted in 2013: 1,757
- Submitted in 2014: 2,063 or an increase of 306 or 17%

Supervision Verification Forms

- Submitted in 2013: 2,400
- Submitted in 2014: 2,817 or an increase of 417 or 17%

McNair noted that the volume of applications at the end of the year was like nothing the board has ever seen before. Richardson asked if there were any issues that had arisen around the grandfathering deadline. McNair replied that there were just a few applications that arrived after the deadline. Zacher-Pate expressed her appreciation of licensing staff and their commitment, professionalism, and quality of work during this period of high volume. Richardson also thanked the ARC Committee for their work.

5. PROPOSED 2016 BOARD MEETING DATES [Attached]

A motion was made by Black-Hughes and seconded by Collins to approve the 2016 Board and Committee Meeting dates as presented. The motion passed unanimously.

Regular 2016 board meeting dates include:

January 15 *Meets in Conf Rm C*
 March 18
 May 20
 July 15 *Meets in Conf Rm C*
 September 16
 November 18

6. GOVERNOR’S TASK FORCE – PROTECTION OF CHILDREN: Richardson, Zacher-Pate

Richardson and Zacher-Pate testified on January 14, 2015, before the Training and Supervision of Practice workgroup of the Governor’s Task Force on the Protection of Children. Richardson shared topics of this discussion, which included the following:

- Licensing of county social workers and the current licensing exemption for these agency social workers
- Representation and use of the title “social worker” by unlicensed social workers
- Need for consistency and standardization of qualifications and recommended changes to the Merit System qualifications
- Interest expressed by workgroup members in an alternative pathway to licensure for county social workers

Richardson relayed member comments and concerns about county workforce issues including gender issues, rural issues, and limited access to trained social workers. The workgroup welcomed information presented regarding licensing and the duties of the BOSW. In addition, workgroup members acknowledged that a change in the Merit System requirements may be needed to ensure more consistency but the committee was not yet in a position to recommend any licensing changes for county agencies to the Governor. Overall the discussions at the workforce meeting were positive.

A discussion of Richardson and Zacher-Pate’s report followed. Discussion topics focused on revising the current requirements of the Merit System and the proposed licensing of county social workers. McGeehan asked how many social workers are employed by counties, and what percentages of county social workers are licensed with the BOSW. Zacher-Pate stated that in 2011 there were approximately 2,500 county social workers not licensed. Oberle added that about 40% of county workers were licensed and 60 % were not licensed in 2011.

Following the board’s discussion of the workgroup report, Zacher-Pate added that two bills had been introduced regarding the child protection system, House File 8 and Senate File 4, which have not yet been endorsed by the task force. The task force has until March 31, 2015 to provide recommendations to the Governor’s office.

7. COMMITTEE & LIAISON REPORTS

A. Advisory Committee: Zacher-Pate [Attached]

Zacher-Pate reported that the Advisory Committee met on December 5, 2014. The following issues were discussed:

- The board’s 2015 Legislative Session proposals
- The Minnesota Mental Health Workforce Summit
- The Workforce Plan
- The Governor’s Task Force on the Protection of Children
- Member reports.

B. Application Review Committee: Black-Hughes, McNair

Black-Hughes reported that the Application Review Committee met on January 9, 2015. She noted that the reviews are becoming more complicated and the committee has had to request more information. For new staff members, Hirsch explained that the ARC

committee gives McNair and the licensing team guidance on new and complex application issues. McNair noted that the licensing staff has had some unusual situations where there isn't any precedent. McNair concluded that the Application Review Committee has been busier than usual and will be for the next several months.

C. **Association of Social Work Boards:** Middlebrooks, Hirsch, Zacher-Pate
No report.

D. **Communication Education Outreach Committee:** Richardson
Richardson reported that the committee has outlined a plan to create more effective community outreach and education, including reaching out to the Councils of Color, as it relates to the board's mission for public protection. The CEOC is planning a board-sponsored educational summit to be scheduled in spring of 2015. The purpose of this educational summit will be to educate recent grandfathering licensees about issues related to licensure.

E. **Council of Health Boards:** Kassekert
No report.

F. **Executive Committee:** Richardson, Payne
The meeting was closed from 10:30 am – 11:07 am for Zacher-Pate's annual performance review.

After bringing the meeting back to order, Richardson thanked Zacher-Pate for her service and performance. She also reported that the Executive Committee had discussed plans to create an ad hoc committee that would review the complaint resolution process in regards to transparency, accountability, cost savings, and possible efficiencies.

The Executive Committee motioned to grant authority to develop an ad hoc committee to review the complaint resolution process. The motion passed unanimously.

G. **Finance Committee:** Hirsch [Attached]

Hirsch reported that the Finance Committee met on January 15, 2015.

- At 50% of the fiscal year, the Total Direct Expenditures are at approximately 30% and Total Indirect Expenses are at approximately 53%.
- Attorney General Expenses, which have been steadily increasing over recent fiscal years, are at 71% thru November 18, 2014, or above projections.
- At 50% of the fiscal year, Revenues are at 55%, or above projections.

Hirsch reported that although there were some salary savings and a carry-forward amount of \$113,527 from FY 2014, there is an anticipated increase in indirect expenditures due to the increasing AGO budget. More information on the anticipated FY 2016-FY 2017 budget will be available when the Governor's budget is released.

H. **HPSP:** Kassekert
No report.

I. **Legislation & Rules Committee:** Hallman, Zacher-Pate
Hallman reported that the BOSW bills are being drafted by the Revisor's Office. The next

step is to determine which Senate and House legislators to meet with to sponsor our legislation. A one-page summary is being prepared for use in meeting with Legislators. BOSW policy bill information will also be posted to the website.

J. Nominating Committee: Richardson

Richardson extended a welcome to Ken Middlebrooks, the new chair of the Nominating Committee. Richardson also welcomed Mary Weaver to the Nominating Committee.

8. EDUCATIONAL SESSION: “Building Self-Healing Communities,” Weaver
Weaver presented an educational session to the board titled, “Building Self-Healing Communities.” Topics included:

- The Adverse Childhood Experiences (ACE) Study
- Understanding adverse childhood experiences and building self-healing communities
- How memory of our childhood experiences is stored in our bodies, not just in our minds
- How toxic stress can be hard-wired into biology
- How early adversity increases physical, mental, and behavioral problems
- How biology may collide with social expectations
- How multiple forms of childhood adversity can affect many important public health problems
- How adverse childhood problems are common
- Various types of pathways to poverty and homelessness
- Transformative change and the power to shift the dynamics to change high ACE scores
- How relationships with caring and competent people are vital contributors to resilience and recovery
- Leadership expansion and results-based decision making

McGeehan left the meeting at 12:08 pm.

Lunch: 12:10 pm – 12:30 pm.

Recognition of Board Members Service: During the lunch break, Richardson recognized board members Angela Hirsch and Kenneth Middlebrooks for their service to the board.

9. OTHER BUSINESS

No other business.

10. ROUNDTABLE

Topics of future educational sessions were discussed.

11. PUBLIC COMMENT

Alan Ingram, Executive Director for the Minnesota Chapter of the National Association of Social Workers (NASW-MN), addressed the following topics:

- There may yet be opportunities to present licensing of Child Protection Social Workers or at minimum Child Protection Supervisors for consideration by the Child Protection Task Force.
- This issue and challenge may be a multi-year problem solving endeavor.

- The logistics and complications of creating and operating an “alternative path/program” for county social workers alongside a license program could be a challenge and have unintended consequences.

12. COMPLIANCE COMMITTEE: [Executive Session – portion closed to the public] Hallman, Zacher-Pate

Executive Session-Closed to the Public to consider compliance cases from 12:59 pm – 1:20 pm.

A motion was made by Black-Hughes and seconded by Ennis to uphold the Order of Reprimand for Unlicensed Practice for Rachel S. Boeckermann, LSW 21608. The motion passed unanimously.

A motion was made by Ennis and seconded by Hallman to uphold the Order of Reprimand for Unlicensed Practice/Use of Title for Angela L. Edward Gbeyetin, LGSW Applicant. The motion passed unanimously.

A motion was made by Black-Hughes and seconded by Hallman to uphold the Order of Reprimand for Unlicensed Practice for Alicia M. Vopova, LSW 21462. The motion passed unanimously.

14. ADJOURN

Middlebrooks moved and Hallman seconded to adjourn the meeting at 2:37 pm. The motion passed unanimously.

Respectfully submitted,



Angela Hirsch, LICSW
Secretary-Treasurer