MINNESOTA
BOARD OF SOCIAL WORK

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*Protecting the Public*

# NOVEMBER 17, 2023 – BOARD MEETING MINUTES

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| **Members via WebEx:** | Christopher Anderson, Public Member<br>Angie DeLille, LICSW – Arrived at 9:10am<br>Heidi Holmes, LICSW<br>Lori Thompson, LSW |
| **Members In-person**: | Thomas Brooks, Public Member -<br>Kate Goodman, LICSW, Vice Chair<br>Linda Gustafson, Public Member<br>Stephanie Jacobson, LSW<br>Yolonda Rogers, LICSW – Arrived at 9:20am<br>Pa Der Vang, LICSW |
| **Members Absent:** | Dieu Do, Public Member<br>Jolene Engelking, LISW, Secretary/Treasurer<br>Tera Nelson, LSW<br>Mary Weaver, Public Member |
| **Staff In-person:** | Michelle Kramer-Prevost, LISW, Assistant Director<br>Youa Yang, LICSW, Executive Director<br>Tammy Molitor, Communications & Executive Services Coordinator |
| **Staff Via Web-Ex:** | Connie Oberle, Office Manager<br>Rebecca Moskow, JD, Compliance Unit Manager<br>Jairus Ndulah, JD, Compliance Unit Investigator<br>Colleen Vossen, Licensing Application Coordinator |
| **Staff Absent:** | NONE |

## MINUTES

1. **Call to Order & Approve Proposed Agenda**

   Vang called meeting to order at 9:02am and read mission and value statements.

   Roll call attendance was taken. A quorum was present.

   **ACTION: Jacobson moved to approve the proposed agenda. Gustafson seconded, roll call was taken and the motion passed unanimously.**

2. **Consent Agenda:**
   A. Minutes September 15, 2023, Board Meeting Minutes
   B. Committee Reports
   C. Staff Leadership Reports

   **ACTION: Brooks moved to approve the consent agenda. Jacobson seconded, roll call was taken, and the motion passed unanimously.**

**3. Public Comment**

Public comments are public data under Minn. Stat. Ch 13.
**Written Public Comment:** Submission of requests in advance are strongly encouraged, by 12:00pm (noon) on Thursday, November 16, 2023 by Noon, to the BOSW email address social.work@state.mn.us
**Oral Public Comment:** At discretion of Chair comments limited to 3 minutes per person
Public Comment took place at 9:10am, five people offered comments. Public members were in attendance. Oral Public comment was offered, and three Written Public comments were received.

Oral and Written Comment:

- Jenny Arneson, - On behalf of the Coalition of Licensed Social Workers (CLSW)
  Board of Social Work
  November 13, 2023
  Board of Social Work Members,
  On behalf of the Coalition of Licensed Social Workers, we are writing in opposition to the stances taken at the September 15, 2023, Board of Social Work meeting. Specifically, we disagree with your proposed requirements to take (and fail) a licensing exam once along with increasing supervision hours in order to secure a Provisional license.
  Our organizations have studied, gathered input, discussed, and reflected upon the exam data released by ASWB. We are seeking a more just licensing system and believe that must include a path without requirements to take an exam with demonstrated bias. We support eliminating all non-clinical exams. ASWB results show that over 85% of people who identify as white consistently pass the Master's level exam. That rate drops to 60-67% for Native or Indigenous people, 62-65% for people who identify as Latino, 68-71% for Asian Americans, and 43-45% for those who identify as black. Similar disparities exist at the Bachelor's level exam with the most stark results again, between those who identify as white and those who identify as black (75-77% and 31-37% respectfully). Among people of color, disparities between age and gender also exist.
  Our culture has elevated high stakes tests as "best" for a long time, but in reality, there is *no evidence* that demonstrates that the person who passes the exam is a *better social worker* than the person who fails the same exam. MN Board of Social Work data demonstrate that social workers with a provisional license are not reported for concerns at a higher rate than those licensed through an exam. And when people identifying as white statistically have a much greater chance of passing the exam than people of color, this becomes an issue of inequity that is incongruent with the values of our profession, as well as the stated values of your Board.
  Educators across all settings recognize that the best indicator of success includes multiple measures - the sort of assessments that social work accredited programs provide along with supervision feedback and licensing accountability.
  We believe social workers demonstrate their proficiency to enter the field when they obtain a degree from an accredited social work program that includes a field practicum. The expectation of supervised practice before working independently allows for a better measure of competency than an exam. Additionally, continuing education requirements ensure ongoing personal growth in the field. We do not believe additional supervision for social workers who do not take an exam is necessary.
  We recognize that there are practicalities to consider. For example, we support maintaining the LICSW exam option to ensure clinical social workers are able to participate in the insurance marketplace; we support expanding the Provisional licensing option for the LICSW category without exam requirements. We also understand that those social workers pursuing a multi-state license through the compact will be required to take an exam.
  There are always multiple approaches to problem solving and we invite you to engage with us. As we have stated numerous times during public comments, we believe we are strongest when our professionals work together with the MN Board of Social Work. It is our hope that you reconsider your positions to more closely align with the professional organizations.
  Sincerely,
  The MN Coalition of Licensed Social Workers:

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| MN Association of Black Social Workers | MN Hmong Social Workers' Coalition |
| MN Nursing Home Social Work Association | MN School Social Workers Association |
| MN Society for Clinical Social Workers | National Association of Social Workers, MN Chapter |

- Lisa Kiesel, LICSW
  Hello. Thank you for the opportunity to speak today in regard to the Board's position on licensing reform. I am Lisa Kiesel and I am a licensed social worker in the state of Minnesota. I have been an LICSW in Minnesota for 23 years having begun practice as an LSW 30 years ago and I have over a decade of experience. I have over a decade of experience, preparing both Bachelors and Masters level social workers as a university professor. I disagree with the Board's position on licensing reform. To expand licensure, but through the need to take and fail a bias test and adding more required supervision that is currently required is discouraging, demoralizing and another added burden for underrepresented communities. Further, this fails to hold ASWB, and quite honestly, ourselves responsible for a bias testing system, supporting bias to gate keeping of our profession. The requirement of an exam, especially one with demonstrated racial bias, for non-clinical licensure is not essential for good and safe practice. I know the distinct value of an accredited social work degree with it's rigorous standards of practice for successful completion of field experience. Additionally, the current expectations of supervision upon entering the field prior to working independently is a further safeguard and ongoing developmental tool for newly licensed social workers. In my current role, as a program director, overseeing multiple child and family programs at Lutherans Social Service of Minnesota, I have highly competent social work trained staff who are fearful, and avoidant of seeking licensure. They are deeply committed to their practice of social work to support families and to remove and reduce the barriers that those families face within our systems. Yet, themselves feel a sense of seclusion from our profession to these barriers. This is career limiting for these BIPOC identified professionals as they delay or forego licensure and are indeed, excluded from licensed required positions. And for concerns of safeguarding our clients, without licensure, they are not compelled to ensure the supervision typically required of new social work professionals.
  It is my hope that the Board will weigh both these practical and justice seeking considerations as we together strive for a strong, safe and representative social work workforce, thank you

- Monica Yeadow, MSW, CPS, LGSW
  Wellness in the Woods, Eagle Bend, MN
  November 16, 2023
  Board of Social Work Members,
  As a licensed graduate social work, I am writing to you in opposition to your proposed requirements for provisional licenses. Namely, I disagree with the decision to require a social worker to pass an exam and engage in increased hours of supervision in order to obtain and maintain a Provisional license.
  There is a plethora of evidence that tells us that people of color are significantly less likely to pass the licensing exam. This creates a barrier based on bias which, in my opinion, flies in the face of all that the profession stands for. By not creating a path by which trained, talented, and capable social workers of color can become licensed to practice, the Board is doing a disservice to members of the public that prefer to access social work services with individuals who look like them. Additionally, this barrier is contributing to the often-discussed workforce shortage as there are individuals who have the training and experience to be excellent social workers but cannot practice due to not being able to pass a biased exam.
  Lastly, there is no evidence to support the increase of required supervision hours for those with a Provisional license above and beyond what is required for the other non-clinical licenses. I value my supervision time and recognize that it has helped me become a more effective practitioner of social work, and I do not feel that imposing more time would make me a better social worker.
  I support the stance of NASW-MN to eliminate the ASWB exam requirement and encourage the Board to reconsider its position.
  Sincerely,
  Monica L. Yeadon, MSW, CPS, LGSW
  Monica@MNWITW.ORG
  (507) 993-9505

- Nancy Fitzsimons, PhD, LISW – Minnesota State University, Mankato, Professor of Social Work
  November 16, 2023
  Minnesota Board of Social Work
  335 Randolph Ave Suite 245
  Saint Paul MN 55102-5502
  Board of Social Work Members,
  When I was in high school I decided I wanted to be a social worker. To achieve my goal, I went to college to earn my Bachelor of Science in Social Work. Five years later, I returned to college to earn my MSW, and later my PhD in social work from Jane Addams College of Social Work, University of Illinois at Chicago. I returned to my undergraduate alma mater in 2001 and now have 23 years of experience as a social work educator at the bachelor's and master's level.
  I am writing to convey my disagreement with the BOSW's proposed position on title protection and reliance on the licensing exam as the method to demonstrate competency for social work licensure in Minnesota. On one had the proposed requirements by the BOSW are an underreach and on the other hand an overreach.
  Underreach
  How is it possible that someone with almost 40 years of social work experience is required to be licensed to practice social work as a social work educator in the state of Minnesota, yet people working in county social services are exempt from Minnesota's Social Work Practice Act? When was the last time you saw an advertisement for someone to work as a clinical psychologist, veterinarian, or nurse in which the academic degree matching the position, was optional? You have not because it is not permitted. We do not even question the academic credentials of people serving in these professions because we do not allow people without clinical psychology, veterinarian, and nursing degrees to use these titles, nor do we exempt them from licensure. This, however, is not the case for social work.
  The mission of the BOSW "is protecting the public through licensing and regulation of the social work profession". It is disappointing that the BOSW would allow for unlicensed practice, and frankly, appalling that the BOSW would oppose efforts to remove title exemption. The public does not know that the people working in county social services, working in social work positions and/or calling themselves social workers, are not in fact ***degreed and licensed*** social workers. Every time I tell someone from outside of my profession about this exemption, the reaction is one of surprise, shock, confusion. I tell anyone I encounter who in any way comes in contact with county social services that the first question they should ask their "social worker" is: Do you have a degree in social work? If not, what is your degree? At the very minimum, the BOSW should be taking the lead in ensuring title protection so that the only people calling themselves social workers are ***degreed and licensed*** social workers.
  Overreach
  People ***earn*** their academic degrees in social work, with an emphasis on ***earn*** through academic coursework and practical experience. The signature pedagogy in social work education is practicum – applied learning under the supervision of degreed and licensed social workers. When a degreed and licensed social worker, at the requisite bachelor or master level is unavailable, CSWE-accredited programs provide offsite supervision to ensure that competencies are being met. Competency-based education does not lend itself to superficial multiple-choice tests. Yes, there might be some areas of knowledge that can be reduced to one specific correct answer, but this is the exception, rather than the rule.
  Reliance on inherently biased and fundamentally flawed "testing" of degreed social workers as the deciding factor for who and who does not obtain a license to practice social work is an act of overreach.
  in social work education we no longer rely on multiple choice tests. Such tests act as a gatekeeper, advantaging those who test well, have English as their first language, or are good at memorizing factoids, while disadvantaging everyone else. Social work practice is highly contextual and far more complex than getting or guessing the "right" answer. This is why we use multiple measures to assess students' mastery of social work

competencies, most notably supervised practice, in which students must demonstrate practice knowledge and skills in the real world. It makes no sense to ask degreed social workers to take a test, and then if they fail, to increase supervision hours in order to secure a provisional license, only to make them repeat the "test". The "repeat" is a high anxiety, high stakes experience that takes social work practice totally out of context. Rather than focusing on continued professional development and growth, the focus is on "practicing to the test".
The time is now to put in place alternative pathways to licensure.
Our undergraduate and graduate degree granting programs are in the best position to attest to preparedness for LSW and LGSW level practice. Those seeing the LISW-level licensure could document preparedness through a select number of hours of supervised experience and continuing education, signed off by a degreed and licensed independent social worker. Alternative pathways for clinical licensure should be considered to ensure we have culturally diverse clinical social work workforce that meets the needs of Minnesota today, and into the future.
I encourage the BOSW to listen to the degreed and licensed social workers appealing for change that will better "protect the public" and expand the availability of degreed, licensed, and culturally diverse social workers throughout Minnesota.
Sincerely,
Nancy Fitzsimons, PhD, MSW, LISW
Professor of Social Work, Graduate Research Faculty
MSW Program Director

- Beth Winterfeldt, LGSW
  Thank you for the opportunity to speak. My name is Beth Winterfeldt. I'm a licensed graduate social worker, president elect for NASW-MN, and I work for a non-profit in the youth mental health field in south central rural Minnesota. I'm here to ask you to support us in eliminating title protection for county social workers. An example to make my point – when I go to a medical clinic, I know the doctors I see are appropriately licensed to provide my care. I trust they them the training they have had, and if malpractice occurs, I have recourse through their licensing boards. Imagine if you went to a health clinic for a health concern, were given treatment and later developed complications, only to find out the person who treated you first was called a doctor but, in fact, was not actually licensed. There would be public uproar. Especially if this happened on a regular basis and if this practice, especially if it were sanctioned by state statute. I believe it is obvious to all of us, this sort of practice would not be in the best interest of the public, and would, in fact, put the public at significant risk. Yet, this is exactly what happens when counties hire people and call them social workers, even assuming good intentions all around. There would be a considerable difference between a person in the medical field, who want to help people heal and an actual license doctor's qualification. But there is just as considerable difference between a person working in Human Services, who wants to help people and a license social worker. Yet, Minnesota state statute currently protects and affirms this practice of counties, calling, unlicensed social workers social workers. Licensed social workers are experts in complex family systems, and our licensed status gives us the training to best support people when they are the most vulnerable. People involved with county services, particularly child protection, are highly vulnerable, and deserved to not be deceived by the title of their worker. I am not asking counties to replace personnel. We are simply asking counties to reserve the title of social worker for actual licensed social workers, and to create different titles for those who are not licensed. This transparency best protects the public. I respectfully ask you to reconsider your previous position, and instead align with us on this important issue or at the least to not actively work against the professional goals of our chapter.
  Thank you for your time.

4. **Member Roundtable**:
Goodman reviewed the purpose of member roundtable. It is a time for Board members to discuss hot topics, share opinions on an assigned article, or a time of reflection. The topic of discussion this time is a reflection touching on the following: In reflecting on the last calendar year, or Vang's tenure as chair, what stands out to you from your experience with the board, time on committee, or other committee engagement, additionally, what Board related activities are you looking forward to pursing or engaging in during the 2024 year?
Board members gave testimony and thanks about happenings from the past two years during Pa Der Vang's tenure as chair and shared what they are looking forward to in their work on the board in the upcoming year.

5. **Compliance Report:**
Moskow, Compliance Unit Manager, presented her report on Compliance Case Data: Allegations and Violations. This is a second part from the May 19, 2023, Board meeting which was a snapshot of how long it takes to resolve complaints overall.
   - This report presents information about allegations in complaints, the violations that are a basis for Board actions, and the types of actions issued by the Board by year since 2018. Complaints received are reviewed by Board staff to determine whether or not the Board will have jurisdiction over it. There are several reasons the Board would not have jurisdiction, for example unlicensed social worker practicing in an exempt setting such as a county, the person does not hold a social work degree etc. Staff notes the alleged violations and closes the investigation as non-jurisdictional. If there is not a violation of the Minnesota Social Work Practice Act, the investigation is also closed as non-jurisdictional.
   - Jurisdictional allegations are then coded by compliance staff indicating which part of the Practice Act is violated. This is a subjective process due to interpretation of the Practice Act and limited database codes available. Graphs were shown of the various types of "Violations alleged in complaints".
     The Board received 1590 jurisdictional complaints from FY2018 through FY2023 and issued 172 actions regarding 156 individuals. Board actions are in three categories: Disciplinary Actions, Voluntary Actions, and Adversarial non-disciplinary actions. Graphs with types of "Board Actions" and graphs with "Violations addressed in Board Actions" were presented.
   - The Board does not currently collect or collate complete demographic data regarding either licensees or complainants. Any such data collected is all self-reported and not consistent across the board to gather accurate data to analyze.
     Moskow responded to questions from Board Members regarding the presentation.

6. **Staff Leadership Reports**

**A.** Executive Director Report: Yang
   - Introduction of Kassandra Slizewski, LSW
   - Board member vacancies, need to fill Donna Ennis' seat. This seat will possibly be appointed in December. Three upcoming seat vacancies for the year 2024: Pa Der Vang, Kate Goodman, Lori Thompson. These seats will continue to be open through June 2024. Postings have been put up on the Secretary of State website, and there have been many applicants. We have been told by the Secretary of State office that the target month for replacing these seats is April 2024.
   - Board members need to review their online website biography and update as soon as possible if they haven't already done so already. Information will be sent to board members on their state email address.
   - The HLBs are in discussion with MNIT and the ALIMS support team to understand the functionality of our online licensing system. HLBs are hoping to share the cost for functionality updates when relevant of the database system if the functionality is shared.
   - BOSW is waiting for a contract from MNIT to be able to start the JP Exam, so the board will be in compliance with statute. This has been an ongoing issue since 2022 when Yang first came on as executive director. The funding for this project has been carried over from last biennium budget through Odyssey funding so new funds do not need to be set aside. We are hopeful it will be completed before the end of current fiscal year.
   - There have been many updates to applications on your laptop, so be sure to log into it for updates before the board meetings. It would be best to turn your laptop on weekly for these updates, so it doesn't delay access to meetings.

- Legislative Updates: Yang had meetings with the House and Senate chairs of the Health and Human Services Committee to give them information about provisional license and the social work compact. Yang also met with Jenny from NASW to determine collaborative efforts, so we are not duplicating efforts. Both chairs gave permission to move forward with the bills by filling out the forms and proceed to find authors. Just because we have been given the green light, it doesn't mean we will get a hearing for these bills. NASW has worked with Senator Morrison and Representative Smith to author the compact bill. There is no bill number yet. Yang has meetings with legislators to talk about provisional license. BOSW will need board member support in terms of securing testifiers or write letters in support of the bills, etc.
- There were 9 variance requests approved and 3 variance requests denied since our September board meeting. Variances are for extreme hardship for licensee and cannot be applied to standard licensing requirements. The variances requests were about extension of application to schedule the exam, and additional time to complete CE requirements.

**Requested for our Next meeting: What are the nuances of Title Protection and education on the JP exam.**

**B.** Licensing Unit: Kramer-Prevost
Praise for the licensing team and how fast Slizewski has learned her position responsibilities.
Slizewski introduced herself beyond Yang's intro.

**C.** Compliance Unit: Moskow
The number of open complaints has held steady in the past year and keeping up on the compliance work.

**7. <u>Oral Reports</u>**

**A.** Legislation & Rules Committee - Jacobson
The committee has been discussing county exemptions with more discussions to come at future meetings on this topic. A reminder to committee members that the date of the next meeting will be Monday, November 27, 1-3pm, which will be in place of both the November and December L & R Committee meetings.
DeLille added there is a current controversy/expose' in the "Star Tribune" newspaper which talks about the child protection system from social workers to guardian ad litem to judges, etc.
A question about county social workers and the exemptions came up, and Dr. Goodenough's dissertation was referenced which alludes to some numbers from the county exemptions perspective.

**B.** Finance Committee:
Oberle in absence of Engelking, presented the Finance Committee Report. The monthly budget report data is a summary table of the Mangers Financial Report, and the 2024 Revenues document. The manager financial report is the budget according to current spending. The revenue report includes all revenue we have received since the beginning of the fiscal year broken down by month and revenue type. The Board is on track. At 33% of the fiscal year, we have spent about 23% of direct operations, the majority of fiscal spending, other than salaries and rent, happens at the end of the fiscal year. For indirect expenditures, we are not certain of the spending percentages, but we are generally underspending. We have collected 2.5% over what we have expected in revenues. Question from Brooks: What is meant by "we don't exactly know what SmART has budgeted for us?" A part of our budget goes for HPSP, and the cost is shared by all ASU and the HLBs, and the Board of Social Works pays a certain percentage based upon a formula developed to calculate cost.

**C.** Community Education Outreach Committee (CEOC): **DeLille**
CEOC has not met due to onboarding new staff. Their plan is to continue their deep dive into licensure survey results. Brooks, who is on the ASWB Board volunteered the MN Board of Social Work to promote the social work census with a slide for their PowerPoint presentation.

**D.** Leadership & Development Committee: **Goodman**
Committee assignments. We want to strongly encourage committee engagement. All committee meetings are public meetings, so the public is encouraged to attend. A suggestion to move the committee meetings to the evenings after the workday because it is very hard to carve out time during the workday to participate, especially as a public member.

**8. Action Items:**

**A. BOSW Committee Assignments**

There are a couple of vacancies for chair positions in committees that need to be filled. Legislation & Rules Committee is looking for a new chair to replace Jacobson. She has been in the position for two years, and would like to continue with the committee, but not as chair. Only Board members can only chair committees. The chair facilitates conversations and works closely with staff to discuss which topics to discuss at meetings. L & R committee is very collaborative. Staff keeps track of statute changes. Dates and times for committees can be determined by the new members in the new year. Board members, who are not on the committee, were encouraged to join L & R. Christopher Anderson volunteered to be on L & R Committee and be the chair. Meeting may possibly move from 1-3pm on the third Thursday, to 4-6:30pm on the third Thursday. Committees are encouraged to discuss meeting dates and times with new committee members. If there are changes to meeting dates and times, please let Board staff know to update the information.

**ACTION: Goodman moved to approve committee assignments, adding Christopher Anderson to the Legislation & Rules Committee as chair. The motion was seconded by Brooks. Roll call vote was taken, and the motion carried unanimously.**

**B. Board of Social Work Committee Meeting Days/Dates**

Board members reviewed the day and dates of their respective committee meetings and found there are some dates that fall over holidays. New committee members need to review days and dates at their first meeting of the year and submit a revision at the next board meeting.

**Goodman moved to approve having each committee go back and look at the meeting days and change any dates that might fall on a holiday. The motion was seconded by Holmes. Roll call vote was taken, and the motion carried unanimously.**

**C. Election of 2024-2025 BOSW Officers**

The slate of candidates document posted in SharePoint for members to view. Vang read the document, BOSW 2024-2025 Officer Elections document/excerpts from the BOSW Bylaws, Volume March 18, 2022. After reading the document, Vang asked for nominations from the floor for any of the officer positions other than what is listed on the slate, Chair, Vice Chair, or Secretary/Treasurer. The nominations were closed without any further nominations from the floor. Each candidate was asked to give a short talk about why they are the right person for the position. Kate Goodman, for Board Chair, Stephanie Jacobson, for Board Vice Chair, gave short speeches while Jolene Engelking, running for a second term as secretary/treasurer was absent, but sent a short video of her speech.

Molitor sent the survey ballot to Board Members HLB laptops to vote for officers.

Time was given for Board Members to respond to the survey. Results were tabulated by Molitor and Goodman, Jacobson, and Engelking were each elected unanimously to their offices.

**9. <u>11:45am -12:15pm Lunch Break</u>**

**10. <u>ASWB Delegate Assembly Debrief</u>**

Those who attended the ASWB Delegate Assembly shared their experience.

- Congratulations to DeLille for being elected to the ASWB Board of Directors. There were 4 candidates and DeLille won with a tough race, with one vote per jurisdiction-delegates. Vang worked as her campaign manager who advocated for her though out the Assembly.
- Brooks had his last ASWB board meeting and looking for other ways to engage with ASWB in the future. He shared his take aways from his experience. One of the main questions that he received was “How and why is MN stays so engaged?” He encouraged others to stay engaged to keep MN a leading voice at ASWB. Those who would like to be more involved can also apply for scholarships from ASWB to defray the cost.
- Rogers and Holmes have been appointed to be delegate and alternate for next year. Be sure to save the date for the upcoming ASWB events.
- The MN Board of Social Work has limited funds to send people to ASWB conferences, but scholarships are available through ASWB if you have not attended previously. Delegates from other states are curious how Minnesota has so many people who are engaged at the conferences, board members responded with things like, it is the culture of our board, it is an expectation to be involved, through our roundtable at board

meetings, etc. Minnesota is at the forefront of social work issues, and other states look to us to see what we are doing. If we continue to be that voice asking for fee exemptions for our exam takers (ASWB, then maybe we'll eventually be heard.

- The MN presence at ASWB is well known and we need to keep this up going forward. It is good to learn how other states are dealing with similar issues such as the exam process and other routes to licensure. People recognize the intentional work the staff does in Minnesota, especially since Brooks has been a part of the ASWB Board for his four-year tenure. There have been many Board members who have held positions on the ASWB board currently, and in the past. Even though there are issues with the ALIMS database, processing time is very efficient here in Minnesota comparatively to other states.
- Would Minnesota be interested in Leadership week or the Education Conference in the future? Melissa from ASWB said to submit our name if there is interest, but there is not a guarantee we would be chosen to host. ASWB considers a variety of factors when considering a host like accommodation costs, etc. It was agreed that the Board of Social Work would like to submit for one of the two events to be hosted in Minnesota.

11. **Other/New Business**

Executive director's annual review survey will be sent out to HLB emails in the early part of December. Board members and staff are encouraged to complete the survey as soon as possible so results can be tallied and a report compiled before the January Board Meeting when the review of the executive director will happen.

12. **Executive Session (Closed to Public):** Compliance Cases

**ACTION: Anderson moved to close the meeting for executive session. The motion was seconded by Holmes. Roll call vote was taken, and the motion carried unanimously.**

**ACTION: Compliance Panel A moved to adopt the Stipulation and Consent Order for Conditions for Lorelee Beto, LGSW, License #25815. Votes to approve: Anderson, Brooks, DeLille, Goodman, Gustafson, Holmes, Jacobson, Rogers, Thompson, and Vang.**

**ACTION: Compliance Panel B moved to adopt the Stipulation and Consent Order for Conditions for Susan Herrmann, LICSW, License #28649. Votes to approve: Anderson, Brooks, DeLille, Goodman, Gustafson, Holmes, Jacobson, Rogers, Thompson, and Vang.**

**ACTION: A motion was made by Goodman to reopen the meeting and was seconded by Brooks. Roll call vote was taken, and the motion carried unanimously.**

13. **Adjourn**

**ACTON: A motion was made by DeLille and seconded by Anderson to adjourn the meeting at 12:56pm. Roll call vote was taken, and the motion carried unanimously.**

Respectfully submitted,

Jolene Engelking, LISW
Secretary/Treasurer