MINNESOTA
BOARD OF SOCIAL WORK

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MAY 19, 2023 – BOARD MEETING MINUTES

Members via WebEx:	Christopher Anderson, Public Member Heidi Holmes, LICSW Stephanie Jacobson, LSW Tera Nelson, LSW *(joined at 10:04am)* Yolonda Rogers, LICSW *(joined at 9:45am)* Lori Thompson, LSW
Members In-person:	Angie DeLille, LICSW Jolene Engelking, LISW, Secretary/Treasurer *(joined at 9:07am)* Donna Ennis, LSW Kate Goodman, LICSW, Vice Chair Linda Gustafson, Public Member Pa Der Vang, LICSW Mary Weaver, Public Member
Members Absent:	Thomas Brooks, Public Member *(joined 11:41am, left 12:15pm)*? Dieu Do, Public Member
Staff In-person:	Youa Yang, LICSW, Executive Director Michelle Kramer-Prevost, LISW, Assistant Director Rebecca Moscow, JD, Compliance Unit Manager Kimberly Doran, LICSW, Licensing Coordinator Tammy Molitor, Communications & Executive Services Coordinator
Staff Via Web-Ex:	Connie Oberle, Office Manager Jairus Ndulah, JD, Compliance Unit Investigator Colleen Vossen, Licensing Application Coordinator
Staff Absent:	NONE
Presenter In-person:	Rebecca Slaby, AMAZEworks

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. DeLille seconded, roll call was taken and the motion passed unanimously.

2. **Consent Agenda:**

   A. Minutes March 17, 2023, Board Meeting Minutes
      a. Anderson mentioned comment from Karen Goodenough, Executive Director NASW-MN, to amend minutes to properly reflect NASW comment at the previous meeting.

   B. Committee Reports

   ACTION: Weaver moved to approve the agenda with the amendment to the public comment from NASW-MN. Engelking seconded, roll call was taken, and the motion passed unanimously.

3. **Member Roundtable**:
Welcome new public board member, Linda Gustafson.
Introductions of all board members and staff. Each board member shared how long they have been on the Board of Social Work, their background, and which committees they have served on. Staff members shared their role with the Board of Social Work. Gustafson shared about herself and her excitement to be serving on the board.

Goodman read the Minnesota Board of Social Work Member Responsibility and Accountability oath for Gustafson to commit to and sign. All Board members renewed their commitment to the board verbally.

4. **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, May 18, 2023, 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 9:48am for 10 minutes. Public members were in attendance. One Oral Public comment was offered, and two Written Public comments were offered.

Oral Comment:
Neil Elavsky:

- Expressed concerns regarding issues with Hennepin County social workers and how he sees that it has affected his daughter and his relationship. Wanted to know what the board would do about it.

Written Comments:
B. Pelzer, LICSW:

- I am opposed to any new fees or increases in fees.
  The reason for this is that the current loophole in licensing law that exempts the counties has used the fee increases (along with CEU's requirements) as the main reason to oppose licensing for tax-payer-funded social services jobs that they now also call "social workers" without authorization and for persons without any education or training in the field of social work.
  Increasing the fees again will further discriminate against social workers who go ahead and comply with the current state law for licensing, education, training and service. Once the counties begin to comply and close this loophole then we can begin discussion about compacts between states or increases in fees or CEU's, according to commissioners and union leaders
  B. Pelzer, LICSW
  cc: record/file

Patrick Foley, LICSW:

- I recently took the MN BOSW survey and would like to share my thoughts on the multistate compact that is being developed as well as the possibility of an alternative path to licensure in lieu of the NASW Exam. I support both the compact initiative as well an alternative path to licensure (in principle). However, I would not support MN BOSW choosing the latter over the former. There were questions in the most recent survey that pit the two against each other and this creates a dichotomy that is at best contrived and at worst divisive. There is simply no reason why a state could not become a member of the compact and then work toward alternatives to licensure with the member states of this collective – doing so has the potential to foster more widespread change and potentially much more quickly.
  Respectfully, Patrick Foley, LICSW, MN BOSW #23424

5. **Oral Reports**

A) Finance Committee: **Engelking**
On track for revenues and expenditures, still waiting for the budget to pass in the Governor's office
On track for 2024/2025

B) Leadership & Development Committee: **Goodman**

- At the March board meeting, it was approved for L & D to conduct bi-monthly meetings, rather than monthly.
- AMAZEworks is a consulting organization that works with businesses/schools to provide equity and diversity training and the contract is ending. Final training session with the board today, staff will have their final session on June 7th. Have been in communication with Slaby via email as to how trainings have gone, what is valuable, and what should be carried forward in all areas with a DEIB lens.

C) Community Education Outreach Committee (CEOC): **DeLille**
Licensing survey launched April 14-May 12. Committee is working on tabulating the results. There were over 35,000 emails sent out to take the survey with a little under 4,000 respondents. This should give us good feedback about critical issues and how the board can move forward in several areas of concern.
The committee is hoping to share results at next board meeting in July.

D) Legislation & Rules: **Jacobson**
Full group meeting to discuss future initiatives. They will be putting together a strategic plan for the next few years.

8. <u>Staff Leadership Reports [Leadership reports were attached to board packets.]</u>

A) Executive Director Report: **Yang**
In addition to the written report, the following item was shared:

- Board meetings will be in the smaller conference rooms for remainder of the year due to the transition of the communications position and unable to reserve the larger conference room.

B) Licensing Unit: **Kramer-Prevost**
In addition to the written report, the following was shared:

- Licensing Report is in the board packet. It takes 1 week to 10 days to approve the applications. CE audits are conducted by Moua one of the staff. Over 1,000 applications has been received this year since January 2023.
- Doran has begun presentations to LGSWs covering questions that are asked frequently. The goal is to offer this training through our BOSW with one CE hour and this will streamline the independent licensure with those who have the same questions.
- Goodman asked supervision question: If the supervisors are not social workers, is it true they can only provide 25% of the training?
  Kramer-Prevost-This is in statute, so cannot be changed, but possibly could request a variance due to hardship to exceed 25%. This is a section of the statute that could be reviewed by Legislative and Rules committee.
- Vang-How many licensees renew each month vs. how many do not renew or allow their license to expire?
  Oberle-There are roughly between 650-725 renewals every month with less than 10% letting their license expire. LSW let their license expire at a higher rate than all other licenses, especially LICSWs. Other than LICSWs, every license type has more expired than active licenses. A report at a later meeting can be compiled with these numbers.

C) Compliance Unit: **Moskow**

- Compliance panels continue to meet virtually. Reports of 175 complaints received since January 1st. The number of open complaints is 194. There are several significant complaints against one licensee.
  - 219 complaints have been closed
  - 114 complaints have been dismissed
  - 1 complaint has corrective action

A study of Compliance Case Date was presented from the past five fiscal years. An overview of dismissed, open, and closed cases was presented along with a breakdown of how many complaints were resolved by fiscal year.

- DeLille-Would like to see the breakdown of the tribal exemption/which tribes are involved.

- Jacobson-Flow chart of the process of a complaint to be displayed on the website somewhere and double check that it makes sense.
- Anderson-Is there a way to collect that info about bias in the compliance process? It will help us reflect and know how to move forward with any bias in the compliance area.
- Moscow-There is not a way of identifying those who are making the complaint against the social worker and those who are on the compliance panels making decisions. What level of complaints involve disciplinary action?
- Wish list for ALIMS regarding compliance data i.e., Report about complaint, license type, basis, demographic data/place of employment, licensees are not consistent in their input into database

6. **AMAZEworks: Operationalizing a Culture of belonging with Rebecca Slaby**
   - Goodman gave an overview of AMAZEworks and introduced Rebecca Slaby. Board continued work with DEIB lens focused on provisional licensing and statute 148D.061.
     Slaby wrapped up the session with several though provoking questions as to how to move forward with implementation/change at the systematic level.
     Going forward, Leadership and Development Committee will take a deeper look at this and propose ways of moving forward with a DEIB lens in all aspects of Board work.

7. **12:15pm -12:45pm Lunch Break**

10. **Executive Session (Closed to Public):** Compliance Cases
    ACTION: DeLille moved to close the meeting for executive session The motion was seconded by Anderson. Roll call vote was taken, and the motion carried unanimously.

    ACTION: Compliance Panel B moved to adopt the Stipulation and Consent Order for Conditions for Colleen Bethel, LICSW 18238. Votes to approve: Anderson, DeLille, Ennis, Gustafson, Holmes, Jacobson, Nelson, Rogers, Thompson, Vang, Weaver. Abstention: Goodman. Absent: Brooks, Do, Engelking.

    ACTION: Compliance Panel B moved to adopt the Stipulation and Consent Order for Reprimands, Fine and Civil Penalty for David Gordon, LICSW 1545. Votes to approve: DeLille, Engelking, Ennis, Gustafson, Holmes, Jacobson, Nelson, Rogers, Thompson, Vang, Weaver. Abstention: Anderson, Goodman. Absent: Brooks, Do.

    ACTION: Compliance Panel B moved to adopt the Stipulation and Consent Order for a Conditioned and Limited license status for Maurice Shoen, LICSW 8673. Votes to approve: DeLille, Engelking, Ennis, Gustafson, Holmes, Jacobson, Nelson, Rogers, Thompson, Vang, Weaver. Abstention: Anderson, Goodman. Absent: Brooks, Do.

    ACTION: A motion was made by Weaver to reopen the meeting from the closed executive session and was seconded by Engelking. Roll call vote was taken, and the motion carried unanimously.

9. **Other/New Business**
   Next board meeting will be on July 21, 2023 in the Big Stone Conference Room.

11. **Adjourn**
    ACTON: A motion was made by Engelking and seconded by Weaver to adjourn the meeting at 1:39pm. Roll call vote was taken, and the motion carried unanimously.

Respectfully submitted,

Jolene Engelking

Jolene Engelking, LISW
Secretary/Treasurer