

TENNESSEE BOARD OF SOCIAL WORKER LICENSURE MINUTES

DATE: May 6, 2021

TIME: 9:00 a.m. CDT

LOCATION: Iris Room, Ground Floor
665 Mainstream Drive
Nashville, TN 37243

BOARD MEMBERS

PRESENT: Robert Zylstra, LCSW, Chair
Kenya Anderson, LMSW Secretary
Kenneth J. White, LAPSW
Tara Watson, LCSW
Ann-Marie Buchanan, LMSW
Jennifer Williams, LAPSW
Ashley Childers, LCSW

BOARD MEMBERS

ABSENT: Karen A. Armstrong, Citizen Member
Rachel Horton, LBSW
BJ Olivas, LBSW
Kim Mallory, LAPSW

STAFF PRESENT: Christi Stacey, Board Administrator
Diana Hunley, Unit Director
Nathaniel Flinchbaugh, Assistant General Counsel

Robert Zylstra, Board chair called the meeting to order at 9:02 a.m. A roll call was conducted, and a quorum was present. The Board staff introduced themselves: Christi Stacey, Board Administrator, Diana Hunley, Unit Director, and Nathaniel Flinchbaugh, Assistant General Counsel. Ms. Stacey introduced our new Unit Director for the Social Work Board, Diana Hunley.

Minutes

The minutes from the February 11, 2021 meeting were reviewed and a motion to approve was made by Ms. Williams seconded by Ms. Buchanan. The motion carried.

Investigative Report

Ms. Lori Leonard, disciplinary coordinator for the Board gave the summary of currently monitored practitioners. Currently monitoring one (1) under a reprimand, five (5) licensees under probation, five (5) licenses under suspension one (1) under a revocation.

Ms. Leonard stated that investigations had received a total of four (4) new complaints in the year 2021 for Licensed Masters Social Workers. Of the four complaints, the allegations regarding one (1) for sexual misconduct, one (1) unlicensed practice, one (1) for unprofessional conduct, and one (1) for a criminal conviction. Investigations closed a total of six (6) complaints to date for LMSW's. One (1) was closed for insufficient evidence to formally discipline, three (3) were closed with no action, and two (2) with a letter of warning. Ms. Leonard reminded the Board that letters of concern and letters of warning are not reportable to the national practitioner data bank and therefore, are not considered as formal discipline. Currently there are fourteen (14) open complaints regarding licensed master's social workers who are being investigated or reviewed. Investigations have received no new complaints against licensed advanced practice social workers in the year 2021. Two complaints had been closed with no action, with one (1) complaint open pending investigation or review. There were no new complaints for licensed baccalaureate social workers for the year 2021. They had closed no new complaints and had no new complaints opened. For the licensed clinical social workers there were fourteen (14) new complaints for 2021; of those complaints one (1) was for criminal charges, one (1) for unlicensed practice, ten (10) for unprofessional conduct, one (1) for medical record request and one (1) outside of the investigative scope. Investigations had closed a total of eleven (11) complaints; two (2) were closed with insufficient evidence to formally discipline, three (3) were closed in investigations and sent to the office of general counsel for formal discipline, four (4) were closed with no actions, and two (2) were closed with a letter of concern. Currently there are eighteen (18) open complaints that are being reviewed, and/or investigated.

Office of General Counsel

Mr. Flinchbaugh reminded the Board of the conflict of interest policy and its purpose as they had two consent orders to consider during the meeting today. If there is a conflict, they are required to let the Board know and recuse themselves.

Mr. Flinchbaugh stated that there were currently three (3) open cases in the office of general counsel, none were ready for Board review at this time. Mr. Flinchbaugh gave an update on the Chapter rewrite and its progression through the Attorney General's Office. The fee reduction has been drafted and is in interval review, it will now go to the Governor's office, followed by the rule making hearing. The Board may request that a financial report be given again, and if there are any adjustments that need to be made on the numbers, it can be done at that time.

A matter was brought to Mr. Flinchbaugh's attention during the pre-board meeting, about the quantity of materials the staff must handle for applicants who had applied and completed for licensure.

Pursuant to TENN. CODE ANN. Section 63-23-101 *et. seq.* and TENN. COMP. R. & REGS. 1365-01-.01 *et. seq.*, any person seeking licensure in Tennessee as a social worker, at any level, is required to complete an application for licensure.

The Board recognizes the significant burden placed on the Board’s staff to thoroughly review each application to ensure a complete application and the time constraints placed on the Board staff to review application materials and handle all other Board business between each Board Meeting.

With this in mind, the Board has adopted the following policy for the **RETENTION of licensure materials**:

1. Application material may be submitted to the Board prior to the filing of an application.
2. Application material received prior to the filing of an application will only be maintained for **SIX (6) MONTHS** after the application material is received unless an application has been properly filed with the Board.
3. If a corresponding application is not received within **six (6) months**, the application material will be **DESTROYED** and, if an application is subsequently filed, the material must be resubmitted to the Board at the applicant’s expense.

Ms. Buchanan made a motion to accept the policy, seconded by Ms. Childers. Motion carried.

Administrative Report

Ms. Stacey stated that as of May 4, 2021, there were 553 Licensed Baccalaureate Social Workers; 3,154 Licensed Master Social Workers; 259 Licensed Advanced Practice Social Workers; and 3,166 Licensed Clinical Social Workers.

Licensed Baccalaureate Social Workers	Licensed Master Social Workers	Licensed Advanced Practice Social workers	Licensed Clinical Social Workers
New Licenses - 2	New Licenses - 115	New Licenses - 1	New Licenses - 70
Renewed - 49	Renewed - 287	Renewed - 22	Renewed - 323
Online - 27	Online - 233	Online - 16	Online - 232
Retired License - 3	Retired License - 34	Retired License - 1	Retired License - 0
Expired - 3	Expired - 28	Expired - 0	Expired - 15

Ms. Stacy stated from February 10, 2021 thru May 4, 2021 that three (3) LBSW licensee, thirty-four (34) LMSWs, one (1) LAPSW’s and no (0) LCSWs had retired their licenses.

Ms. Stacey stated from February 10, 2021 thru May 4, 2021 that three (3) LBSWs, twenty-eight (28) LMSWs, no (0) LAPSW and fifteen (15) LCSWs license had expired.

Ms. Stacey also stated that from February 10, 2021 thru May 4, 2021 there were two (2) LBSWs licensed; one hundred fifteen (115) LMSWs were licensed; one (1) LAPSW was licensed; and seventy (70) LCSW’s were licensed.

Dates for the remaining 2020 Social Work Board meetings are:

08/05/2021

11/04/2020

Ms. Stacey presented the ASWB 2020 Pass Rate Report for the Board for informational purposes.

Agreed Citation

The Board reviewed an Agreed Citation for **Gwendolyn Covington LBSW #373** who was audited and found to be deficient of eighteen (18) total continuing education credits for the 2018 and 2019 calendar year. Ms. Covington was fined one hundred dollars (\$100.00) per Board policy. She paid the fine and completed make-up hours for the deficient hours. Motion to accept the agreement was made by Ms. Anderson, seconded by Ms. Watson. Ms. Williams recused.

The motion carried.

Review, approve/deny and ratify new licensure files

Upon review Ms. Buchanan made a motion, seconded by Mr. White, to approve the following LBSW applicants for licensure:

Epps, Bridget Marie

Pacelli, Stacy Ann

The motion carried.

Upon review Ms. Buchanan made a motion, seconded by Ms. Childers, to approve the following LMSW applicants for licensure: *Ms. Childers recused

Alcorn, Mackenzie Julianne
Allman, Whitney Necole
Arana, Xinia Marisol
Barbour, Sarah
Bordes, Gianna Morales
Boshers, Erin Brooks
Bradley, Annabelle
Bridges, Austin James
Brooks, Jaime L.
Brooks, Kache
Brown, Christina Danielle
Brown, Marquita Michelle
Burns, Keri Lynn
Burse, Nicova P.
Campbell, Chloe Cameron
Campbell, Lequite' Chante
Chollman, Carley

Clark, Nichole
Clegg, Alexandria
Coley, Cassie Ladell
Cornett, Vy Thuy Tran
Cox, Kendra Kay
Culver, Clarissa
Cunningham, Grace
Davis, Brandy M.
Davis, Ericka
Dawkins-Freightman, Kiara
Dixon, Elizabeth
Doss, Hayley Jo
Dotter, Joshua
Dunn, Frank Randall
Erker, Nicole
Ervin, Kathryn
Farley, Allison Paige

**Feliciano, Crystle Dawn
Finley, Ericka Leah
Forbess, Joshua
Graham, Abigail Jean-Marie
Greer, Haylee Barrimore
Griffin, Amber Nicole
Hardy, Shelby Lynn
Harris-Taylor, Monique
Hemphill, Ashley Melinda
Hendrix, Amanda
Hershberger, Amanda
Holladay, Mark Franklin
Holman, Terre'
Hooie, Keli Alexandra
Hoye, Jolaunda Olivia
Hummel, Katy
Irvin, Jessica
Irwin Minton, Wendy
Isayeuskaya, Khrystsina
Keasling, Ashlynn Danielle
Kopa, Marisa
Kopp, Samantha Faye
Levy, Roni Elyse
Love, Jamie Beth
Lynch, Shannon Marie
May, Rebekah
Mccollum, Kristen
Mcmillan, Erin
Mcreynolds, Akasha
Melnik, Lee Anne
Menton, Nicole
Miller, Alexandria Leeandra
Miller, Grace
Miller, Haley P.
Murphy, Allison Lee
Naceanceno, Madison
Naylor, Brittany Nichole
Neal, Afton
Nicholson, Rebecca
Nixon, Amber S.
Palmer, Lindsey Beth**

**Parkinson, Aryanne Opal
Pharr, Tosha
Poteet, Rachel Alyssa
Redwine, Elizabeth
Resendez, Heather
Richardson, Joshua A.
Robinson, Lauren Elizabeth
Roldan, Erica Brittni
Rush, Jacqueline
Scharnhorst, Mark Edward
Schumacher, Madelaine Glass
Slate, Jenna
Smallwood, Shawn R.
Smith, Bailee Jade
Snider, Ana Elena
Sterkey, Karen F.
Stockner, Kathy
Stovall, Ingram
Sura, Alexandria
Talbott, Zachary Charles
Thomas, Tony Lee
Tickle, Mary Margaret
Timberman, Tiffany
Toothman, Kenneth Lee Jr.
Torp-Pedersen, Lauren Elizabeth*
Tubbs, Wakesha
Underwood, Julie
Wasik, Jacqueline
Weeks, Ashlee
White, Kenia
Whitson, Delayna Lynne
Wiedner, Hallie
Wilkerson, Brittany Nicole
Williams, Sherita
Williford, Hailey
Wilson, Selena Michelle
Wiser, Jessie
Woodruff, Lori Lynn
Wyckoff, Darcie
Zaleski, Hannah Marie**

The motion carried.

Upon review Ms. Buchanan made a motion, seconded by Ms. Childers, to approve the following LAPSW applicant for licensure:

Looman, Candell Livingston

The motion carried.

Upon review Ms. Buchanan made a motion, seconded by Mr. White, to approve the following LCSW applicants for licensure: *Ms. Childers recused

Adams, Rachelle R.
Anderson, Armstrong Lisa L.
Bailey, Brandon R.
Banks, Margaret A.
Barnes, Katherine N.
Baskette, Paula Jane
Berry, Amy Lauren
Bohlender, Jerylyn Andrews
Brown, Tina M.
Bryant, Nicole F.
Cardwell, Briana Leigh
Carrier-Reid, Chrisann M.
Chaplin, Stacia
Chavez, Matzel Sharon Elaine
Clarey, Erin C.
Clariett, Cassandra
Cornelius, Michelle
Dabbs, Joseph W.
Day, Stephanie D.
Dye, Melissa
Eddington, Shawndell Marie
Edwards, Rebecca
Ekhtator, Keith
Evans, Keyanna Marie
Genovese, Annette
Haddock, Janet Ruth
Hatchett, Rachel L.
Haycraft, Mary C.
Henderson, Lar'Mara N.*
Jackson, Carla
Jackson, Lacey Hayes
James, Amilia
Kilgore, Jennifer K.
Kilmer, Jane Diane
Korch, Brenda

Looney, Lorraine
Macpherson, Brittlynn
Matty, Maria
Mccainster, Korlu K.
Moosa, Williams Maryam Morenike
Mountz, Elizabeth A.
Nichols, Courtney Renee
Ploeger, Kathryn
Quilty, Jillian D.
Sadler, Leslie Ann
Santiago, Jennifer Marie
Saslowsky, Stephanie Perlman
Satterfield, Victoria R.*
Scott, Iain Anghus
Setter, Megan Richardson
Shadrick, Aaron Kyle
Shaw, Keemia
Sicignano, Michelle Rose
Sims, Dimonah A.
Smith, Chelsey
Smith, Kayon M.
Stevenson, Misty D.
Thomas, Jill M.
Thomas, Latrice M.
Tingler, Patricia Erin
Towns, Brooke Renae
Townsend, Chanel A.
Vitale, Debra Teitelbaum
Washington, Essence
Webb, Maria*
Whitmer, Milton Vane
Wilder, Jennifer Kaye
Williams, Jeffrey
Wyatt, Frances Estela
Zumbo, Tammy

The motion carried

Approve LCSW, *LAPSW applicants to sit for written exam

Upon review of the initially approved, Ms. Buchanan made a motion, seconded by Ms. Childers, to approve the following LCSW applicants to sit for the written exam.

**Anderson, Tachika
Ard Jr., William
Badger, Kelley
Baltes, Ashley
Brandon, Alyssa
Brandon, Michelle
Braswell, William
Browning, Linda
Buffin, Shelby
Carouthers, Terica
Carreiro, Stefanie
Carver, Carole
Castro, Samantha
Chesnutt, Claire
Clabo, Laura *
Collins, Marcia
Corbitt, Heather
Crockrell, Sydney
Cubillo, Caroline
Dubose, Delenny
Gang, Ngeche Rose
Gorka, Scott
Graham, Thomas
Guindin, Kara
Guthrey, Theresa
Hackman, Pilar
Hebert, Catherine
Hickey, Holly
Hoss, Desarei
Hyrchuk, Karissa
Inglis, Alison
Jackson, Coretta
Juniker, Samantha**

**Lane, Mindy
Lorson, Lindsay
Lovell, Lisa
Mangel, Ellion
McCasland, Joanne
McComas, Jennifer
McCoy, Shunda
McLaughlin Jr., Stephan
McLaurin, Kimberly
Moore, Shanike
Phillips, Laura
Pitts, Sara
Polk-Howard, Temesha
Poole, Cynthia
Puffer, Hannah
Rand, Mary
Reece, Amber
Rhodea, Robin
Roberts, Caitlain
Rodriguez, Catherine
Saintlouis, Felix*
Schultz, Catherine
Sheppard, Micah
Spurgeon, Melanie
Stewart, Kimberly
Stokes, Angela
Stover, Alice
Strickler, Nancy
Tanenbaum, Laura
Terrazas, Angel
White, Serena
Whitehurst, Amanda**

The motion carried

Approve/deny reinstatement applications.

Upon review Ms. Buchanan made a motion, seconded by Mr. White, to approve the following LBSW reinstated license:

Walker, Princess Anne

Upon review Ms. Buchanan made a motion, seconded by Ms. Childers, to approve the following LMSW reinstated license:

**Alsup, Cassandra
Brown, Pametria
Glasscock, Candi D.
Goolsby, Emily W.**

**Hamilton, Elizabeth Gentry
Mcclary, Megan
Scott, Tonya
Streeter, Regina**

The motion carried.

Upon review Ms. Childers made a motion, seconded by Ms. Buchanan, to approve the following LAPSW reinstated license:

Anderson, Emily M

Upon review Ms. Buchanan made a motion, seconded by Ms. White, to approve the following LCSW reinstated license:

**Austin-White, Martha E.
Boyles, Shaaron
Duncan-Daston, Rana S.**

**Ewing-Roush, Adrienne A.
King, Brian L.
Mullins, Crystal Brock**

The motion carried.

Discuss Other Board Business

Ms. Stacey brought the subject of “Clinical Logs” before the Board for discussion to consider changing the method in which the applicant would keep record of the clinical contact hours. Mr. Flinchbaugh explained the current procedure in which the applicant has written logs over the two (2) year minimum period, accounting for hundreds of paper forms being submitted/mailed in, and kept on file, then scanned. He suggested, per the discussion in the pre-board meeting, that the supervisor and the supervisee keep a record of the logs, they would not be submitted to the Board office unless the Board felt they needed to be reviewed. He explained that this would require a rule change, that the supervisor and supervisee would maintain the record for no less than two (2) years post completion; then certify, at the end of that time frame, to the Board that they have met. Then if the Board had questions about the log, the Board could make request they be submitted for review, but not be required at initial submission of application. Then at the end of a two (2) year post licensure approval, the supervisor could destroy the supervisory logs. If the supervisee wanted to maintain the logs for use in licensure in another state it would be up to him/her but would no

longer be the responsibility of the supervisor. With an attestation at the end by the supervisor and the supervisee that all the requirements had been met, and that they could make those logs available to the Board, if requested.

After much discussion on the current procedure, current logging methods and the volume of “paper” received by the Board. The Board requested to form a formal task force to look at what other states require as proof of the clinical work and how it is being completed over the required time frame. Discussion of a “supervisory agreement” that would be completed at the onset of supervision between the LCSW supervisor and LMSW supervisee, with quarterly reporting showing the ongoing completion of work. Ms. Watson was intrigued with the idea of shifting some of the responsibility onto the supervisor, with an evaluative summary that takes place incrementally submitted when the supervisee submits his/her clinical supervision. Also, discussion of providing a listing of qualified supervisors who are willing to provide supervision. Mr. Flinchbaugh also mentioned the component of including something in the rules regarding the duty of the supervisor to either properly supervise them or dismiss them as your supervisee. Currently there is nothing in the rules that outline what the LCSW supervisor is responsible to complete, some type of accountability on behalf of the supervisor to the supervisee. Building in some type of repercussions to properly supervise should be considered in the rules; transparency of what is to be expected should be clearly stated.

Ms. Watson was requested to head the **task force** to investigate modification to our current log system as part of the LCSW application process. Ms. Anderson, Ms. Childers, and Ms. Franklin volunteered to assist and be part of this task force.

Motion was made to form this task force by Ms. Buchanan, seconded by Ms. Williams.

Ms. Karen Franklin, with NASW Tennessee Chapter, requested that the Board look at the states currently using supervisory agreement on the front end before supervision begins. Stating that she also thought that possibly there should be more supervision training required for the LCSW supervisor. She also stated that Ohio had possibly one of the highest training requirements for the supervisor to provide supervision. She included that many states have the supervisor agreement on the front end at the onset of supervision. She encouraged them to build on a social work education model that is already in place.

Ms. Franklin stated that the NASW maintains a voluntary list of supervisors that have completed the six (6) hour supervision training.

Ms. Franklin wanted to acknowledge Ms. Anderson who had received the NASW Tennessee Social Work Educator of the Year award.

She also gave acknowledgement to Ms. Stacey for always being available throughout COVID. She took a moment to acknowledge that the Senate sponsor that the Social Work licensure law that we are now meeting under, was Senator Thelma Harper. Senator Harper now lays in state in the capitol, deceased at the end of April. Noting that she was an amazing leader and particularly wanted to recognize her leadership in being the Senate sponsor in the social work licensure law.

Ms. Watson opened the discussion to the Board, with the subject relating to reviewing files, and when the Board would like to “see” an application of an applicant when there is a significant criminal history. She requested the feedback from the Board as to when the Board would like to review a file, rather than it being her sole decision in approving the file. Mr. Zylstra spoke for the Board, stating that anytime she had any questions regarding an application and the criminal history,

that the Board would be glad to review the file, giving a full Board review, and approval or denial from the full Board. Ms. Williams asked Mr. Flinchbaugh what the Board's rules included about the criminal history. Mr. Flinchbaugh explained the "Fresh Start Act" allows for a declaratory order to be issued by the Board based solely on whether a criminal conviction would prohibit someone from licensure. That it only speaks to whether or not the criminal conviction would be a disqualifying conviction. Under the Statutes, all that is required to post under the law for the consumer right to know is a ten (10) year look back period. The department is only required to have that ten (10) year look back period. The Fresh Start Act purpose was not to exclude people who may have had issues in the past and are trying to better themselves. The Fresh Start Act: A, B, and C, type felonies, the onerous is on the applicant to prove that he/she should be licensed, D-E felonies and misdemeanors is on the state to prove that the applicant should not be licensed. They look at length of time since the last conviction, remedial measures that have been taken since the conviction, and does the conviction relate to the practice in any way. Mr. Flinchbaugh reminded the Board that when the Board issues a license, at the time the criminal background was done, if nothing occurs from that initial license and they are upgrading, you cannot reconsider past acts. If there was a new violation since the issuance of the last license, then the "new" violation would be considered. The Fresh Start Act also includes that if they are on any type of abuse registry or sex offender registry, they're also required to prove that they should be licensed.

Motion was made at 10:19 AM/CST to adjourn by Ms. Buchanan seconded by Ms. Childers.

Ratified by the Board of Social Worker Licensure August 5, 2021