

Approved July 21, 2023



STATE of OREGON
BOARD of LICENSED SOCIAL WORKERS
Board Meeting
Friday, March 17, 2023
Via Microsoft Teams
3218 Pringle Road SE, Salem, OR 97302

Board Members Present: Brenda Dennis, *Public Member, Chair*
Mollie Janssen, *LCSW, Vice Chair*
Kathy Outland, *LCSW*
John Fant, *Public Member*
Stephanie Manriquez, *Public Member*
Amy Ashton-Williams, *LCSW*

Board Counsel Present: Kyle Martin, *AAG, Oregon Dept. of Justice*

Staff Members Present: Randy Harnisch, *Executive Director*
Kim Coleman, *Licensing Manager*
Wende Thatcher, *Licensing Specialist*
Mindy Tucker, *Compliance Specialist*
Troy Clinton, *Investigator*
Abe Dedek, *Investigator*

Pubic Present: Delmar Stone, *Executive Dir., NASW OR/ID Chapter*
Michele Martinez Thompson, *PSU*
Alec Holliday, *MSW Student Intern, NASW OR Chapter*
Michelle Sobel, *CSWA*

1. CALL TO ORDER:

Chair Dennis called the Board Meeting to order at 11:02 a.m. and provided brief opening remarks.

2. REVIEW OF AGENDA:

Chair Dennis asked for review of the draft agenda.

- i. **Outland** moved to approve and adopt the agenda as amended.
- ii. **Ashton-Williams** seconded.
- iii. **Motion** passed unanimously.

3. MINUTES:

Chair Dennis asked if the Board members had an opportunity to review the minutes for the October 21, 2022 Board meeting:

- i. **Fant moved to approve the minutes for October 21, 2022 as presented.**
- ii. **Outland seconded.**
- iii. **Motion passed unanimously.**

4. EXECUTIVE SESSION:

Chair Dennis announced that the Board would now enter into Executive Session to conduct Board business, pursuant to ORS 162.660(2)(b)(f)(h)(i)(l). The Board entered into Executive Session at 11:05 a.m.

Chair Dennis moved the Board out of Executive Session at 11:35 a.m.

5. COMMITTEE REPORTS:

Outland presented the Consumer Protection Committee report.

In the matter of case 2019-24:

- i. **Outland moved to close the case.**
- ii. **Janssen seconded.**
- iii. **Motion passed unanimously.**

In the matter of case 2019-44:

- i. **Outland moved to dismiss the case due to no violation of rule or law.**
- ii. **Ashton-Williams seconded.**
- iii. **Motion passed unanimously.**

In the matter of case 2020-07:

- i. **Outland moved to approve and adopt the signed Stipulated Final Order as presented.**
- ii. **Fant seconded.**
- iii. **Motion passed unanimously.**

Coleman provided the Licensing and Examination Committee report, announcing that committee had reviewed six Exam Extension requests for CSWAs **Bruce Jones, Keyonna McCulloch, Krystal Senner, Lan Tran, Lisa Taylor, and Michelle Montgomery**; and one Previous Hours request for LCSW Applicant **Eve Parker**. Additionally, the Committee reviewed Six-Month Report feedback received from LCSWs **Carol Zancanella** and **Suzie Snyder** and discussed compliance renewals.

Fant provided the Continuing Education Committee report and advised that committee had approved 6 CE requests from LCSWs **Kim Buller, Korina LeClerc, Phillip Squibb, Rachel Paczowski,** and **Sarah Leaman**; and one CE waiver request for LCSW **Diane Radbruch-Potratz**. LCSW **Kimberly Peters'** request did not meet rule requirements and was not approved. The Committee also discussed continuing education violations.

6. SPECIAL REVIEWS

[No special reviews]

7. EXECUTIVE DIRECTOR'S REPORT:

Harnisch provided a legislative session update. There has not yet been a bill introduced for the Interstate Compact. SB11 would require all Boards to post a meeting recording promptly following a meeting. Bills that would limit the Board's ability to use criminal background check information have resurfaced this year. One bill would require OHA to do a behavioral health system study that specifically names the Mental Health Regulatory Agency, which includes the Board of Psychology and the Board of Licensed Professional Counselors and Therapists, but the bill does not name the Board of Licensed social workers. Another bill would require Boards to issue a license by indorsement within 30 days of receiving an application. The Board does not statutorily have a license by endorsement currently.

Harnisch provided an update on the fee waiver program. The program went live on February 1st. CSWA, LCSW and LMSW applications, as well as CSWA renewals, now only have a \$5 processing fee. The remaining balance will be paid by OHA. Harnisch is anticipating an influx in applications.

Harnisch provided a 2021-23 budget update. The Board's Fiscal Analyst recalculated projections to the end of the biennium and it appears we will be able to come in under budget. To assist in reducing expenditures, we are no longer utilizing a temporary employee through Galt, and have paused staff overtime hours. Adjustments in salary ranges have contributed to additional costs that were not included in the budget, as well as increased DAS fees.

Harnisch provided a 2023-2025 budget process update. The Board's budget hearing was held on February 15th. The hearing went well and all of the Board's Policy Option Package requests were approved. The work session is scheduled for March 30th.

Harnisch provided licensing statistics. The Board's licensee base is steadily growing. Harnisch anticipates reaching 8000 licensees in the near future.

Harnisch announced his retirement. Harnisch wants the transition to go as efficiently and professionally as possible. He also wants to ensure that the Board's work continues as well as the Board and staff's ability to do the work. Harnisch's last day will be May 31, 2023.

8. APPROVAL OF THE CONSENT AGENDA:

- i. **Fant moved to approve the Consent Agenda as presented.**
- ii. **Janssen seconded.**
- iii. **Motion passed unanimously.**

9. PUBLIC COMMENT:

Stone informed Board members that the Interstate Compact is gaining traction in a few states, as well as opposition. NASW will actively be pushing to have the Interstate Compact introduced in the legislative short session. NASW's legislation to make Social Work Month permanent in Oregon will be going to the Senate soon.

Sobel talked about the impact of the upcoming OHA mask mandate lift on the profession, clients of social workers, and other mental health professionals.

10. OLD BUSINESS:

Outland provided a Six Month Report Task Force update. We received several comments and ideas on the Six Month Report from supervisors that were surveyed. Outland and **Janssen** collaborated to create a proposal draft Six Month Report. The draft proposal has been sent out to a group of supervisors for their feedback, and then it will be sent out to all supervisors.

Outland has drafted a proactive letter of advocacy for US jurisdictions and their geographic representation on ASWB Boards. The letter will be sent to the ASWB Nominating Committee. Outland has requested Board input on corrections, ideas and comments for the letter. The letter will be sent out before the ASWB meeting in April.

11. NEW BUSINESS:

Chair Dennis and **Harnisch** created a list of the Board's current/ongoing work and priorities in relation to the Governor's priorities and expectations. The first priority is improved customer service and responsiveness to licensees and public. The Board has created in-office schedules to improve access to office staff. Chair Dennis discussed creating a formal process for people to communicate concerns regarding the Board and licensing. The Board will resume holding Board meetings in other locations such as Eastern and Southern Oregon. **Martinez Thompson** recommended planning these meetings six months to a year in advance and advertising the information to allow adequate time for travel and arrangements. Martinez Thompson also suggested inviting community members who are receiving services from licensed social workers and encouraging them to engage. **Outland** suggesting having a system in place to rate customer service after a transaction with the Board, and keeping the minutes updated on the website. **Dennis** discussed scheduling information sessions for individuals interested in Board service. **Martinez Thompson** recommended utilizing the Mid-Willamette Valley Behavioral Health Consortium and the Latino Emotional Health Collaborative. **Outland** proposed creating advisory committees for certain topics. **Harnisch** is working with HR to review staff HR classifications related to new licensing process and recommending reclassifications where appropriate. The Board needs to prioritize developing and taking actions to speed up the complaint process by reviewing and revising staff and Board procedures.

Another priority is improving access for candidates, particularly minority and disabled candidates, to the social work profession. Some ways the Board is doing this is by reviewing and revising the background check requirements and processes from a trauma-informed perspective and identifying and developing alternative licensure pathways. The Board is also continuing to work with ASWB to address exam data concerns and license portability/Interstate Compact. The Board will continue to work with Schools of Social work and MSW and BSW students.

The Board is prioritizing licensee, applicant, employer, and community input. One way this is achieved is by continued meetings with the Oregon State Hospital, Schools of Social work, Oregon Association of Black Social Workers, and employers. The Board is also strengthening partnerships and collaboration with the VA, NASW, and OHA. The Board will continue to seek out and prioritize opportunities to hear from minority and disability communities. **Stone** recommended following the developments with the Ballmer Institute and its newly created mental health profession.

The Board is also prioritizing improved cultural responsiveness by conducting a systematic reviews of OARs with a cultural and trauma-informed lens, exploring and providing training opportunities for Board members and staff, and actively recruiting members of BIPOC communities regarding Board service, participation in task forces/projects, and rule review. **Ashton-Williams** discussed education

around the Nine Tribes and support and recruitment for tribal health centers. **Martinez Thompson** has received feedback from students regarding the Board website not being user friendly and the length of time it takes to find the information being sought. **Ashton-Williams** suggested promoting and providing education about the Board. **Outland** discussed working collaboratively with associations to promote the profession.

Reviewing the licensing system is another Board priority. One way the Board is doing this is by expanding the utilization of LMSW and RBSW by clarifying scope of practice. The Board is also reviewing and revising code of ethics, and reviewing all license requirements to ensure they are useful, add value to the system and individuals, and are not creating barriers or administrative burdens. **Stone** discussed the ongoing issue of online continuing education. Many online courses allow an individual to skip to the end of training to take test and receive a certificate. Stone recommended creating standards for continuing education. **Outland** suggested reviewing the current Board accepted credentialing bodies. **Dennis** stated this may be a good opportunity to create a task force.

12. CORRESPONDENCE:

[No correspondence]

13. ANNOUNCEMENTS:

Chair Dennis announced the ASWB spring Education Meeting will be held April 21-22, 2023 in New Orleans, LA. **Manriquez** and **Outland** applied for scholarships to attend, but were not selected. The meeting will be recorded and made available.

14. ADJOURNMENT:

Chair Dennis adjourned the Board meeting at 2:36 p.m.

Respectfully submitted,



Kim Coleman, Licensing Manager