



STATE of OREGON
BOARD of LICENSED SOCIAL WORKERS
Board Meeting
Friday, October 21, 2022
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*
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*
Mindy Tucker, *Compliance Specialist*
Abe Dedek, *Investigator*

Pubic Present: Fawn Sybrant, *LMSW*
Michelle Sobel, *CSWA*

Excused Absences: John Fant, *Public Member*

1. CALL TO ORDER:

Chair Dennis called the Board Meeting to order at 11:06 a.m. and provided brief opening remarks.

2. REVIEW OF AGENDA:

Chair Dennis asked for review of the draft agenda.

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

3. MINUTES:

Chair Dennis asked if Board members had an opportunity to review the minutes for the following meetings:

3a. June 17, 2022:

- i. **Manriquez moved to approve the minutes for June 17, 2022 as amended.**
- ii. **Outland seconded.**
- iii. **Motion passed unanimously.**

3b. September 16, 2022:

- i. **Outland moved to approve the minutes for September 16, 2022 as presented.**
- ii. **Fant 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 11:11 a.m.

Chair Dennis moved the Board out of Executive Session at 11:55 a.m.

5. COMMITTEE REPORTS:

Manriquez provided the Licensing and Examination Committee report, announcing that committee had approved three Exam Extension requests for CSWAs **Georgia Heimlich, Kathy Litvin, and Victoria Allen**; and two Previous Hours request for LCSW Applicants **Glorimar Leyton** and **Michael Garcia**. **Bonnie McLean's** LCSW renewal request was denied, requiring reapplication for licensure.

Ashton-Williams provided the Continuing Education Committee report and advised that committee had approved six CE course requests from LCSWs **Catherine Zern, Jennifer Yonker, Jill Summers, Kindall Baker, Nancy Green, and Sara Dryden**. The committee also approved a CE waiver request for LCSW **Ileana Villeda** and two license renewals for LCSWs **Mark Cameron** and **Robert Dobres**.

6. SPECIAL REVIEWS

[No special reviews]

7. PLANNING DISCUSSION

Chair Dennis discussed the ASWB release of exam pass rate data in August. There are several things happening at the legislative level in Oregon, some of which involves examination of inequities to reduce barriers in the behavioral health workforce. The Governor, legislators, and OHA are focusing on administrative burden and reducing barriers in entering the field particularly for people from communities of color, rural areas, and other underserved populations.

Harnisch provided a legislative protocol reminder. Board members have the right as an individual citizen of Oregon to provide input on any legislative topic and respond to any legislator's request as an individual from your individual perspective. It's important to indicate that you are speaking as a private citizen. Any questions regarding the Board's or its members positions and opinions needs to be referred to the Executive Director. Before the Board can take any position publicly it needs to be approved by someone in the Governor's office.

Harnisch discussed alternative licensure pathways. Texas' model allows an individual who has failed the exam twice and scored within a certain range to create a portfolio that includes examples of additional completed work to address the deficiencies that were laid out in the score report. They also have a process to involve supervisors and their recommendation. This alternate pathway allows individuals to make a request to the Board to continue to work under supervision as a CSWA, accumulate the additional work, put it together in a portfolio, and submit it to the Board for review. The Board would review the portfolio and make the determination that the individual has identified

the areas that were weaknesses in the exam with supporting information from supervisors and other individuals stating they were capable of continuing to work as a clinical social worker. The Board would have the ability to say the exam score plus this portfolio is equivalent to a passing score and approve them under that pathway. Our Board's statute allows the Board to identify the national exam and establish a passing score, but it doesn't state what that passing score has to be or include, therefore a similar alternate licensure pathway could be possible in Oregon if the Board wishes to pursue that option.

Harnisch discussed a bill introduced in the 2022 short session as SB 1512. It changes how licensing boards use background checks. The bill would make it so a board or commission could not deny a license specifically for the fact that someone has been convicted of a crime. In order to deny an application, the conviction would need to be related to the individual's specific duties and the license that they are applying for. The bill also establishes a pre-application review and gives boards the ability to charge a fee for the cost of making this pre-application determination. If a board were to deny an application, a final determination would be provided to the applicant that would allow them to appeal the decision. If this bill passes, the Board will be required to change some of the questions asked on the application.

Harnisch has been asked by members of the NASW Board to meet and discuss various topics. One topic will be how to do a better job of utilizing LMSWs and RBSWs. **Chair Dennis** stated a joint taskforce will likely be put together in the future for that.

Outland discussed content changes made to the six-month supervision report form based on the survey feedback received from supervisors. Outland and **Janssen** previously compiled the information received and made a report to the Board. The next step in the process is for the board to review and provide feedback on the draft form, and then send it to the supervisors for input before the Board adopts the changes. Janssen stated 'yes and no' questions were changed to a scale format. The scaling will range from 1. Needs significant growth, which will require a written explanation 2. Practices inconsistently/reluctant/resistant to feedback 3. Seeks guidance and makes efforts to utilize recommendations. 4. Regularly and consistently demonstrates. The question relating to concerns regarding the CSWAs progress has been substantially revised, with four response options including a place to note if a CSWA has been disciplined or terminated from their position. The form also includes questions that provide an opportunity for CSWAs to evaluate their supervisors. **Manriquez** recommended including the CSWA's renewal date on the form to help reduce unintentional unlicensed practice. **Chair Dennis** would like to keep administrative burden in mind for both supervisors and Board staff. **Janssen** would like to build the supervision report into the licensing system to eliminate the need for uploading a form and allow Board staff to track data efficiently.

8. APPROVAL OF THE CONSENT AGENDA:

- i. **Ashton-Williams moved to approve the Consent Agenda as presented.**
- ii. **Manriquez seconded.**
- iii. **Motion passed unanimously.**

9. PUBLIC COMMENT:

Sybrant provided comment regarding inequities in exam pass rates and stated they are in favor of alternative pathways for licensure.

Sobel commented on disabilities being underrepresented in diversity, equity, and inclusion.

10. OLD BUSINESS:

Chair Dennis announced ASWB elections will be held next month. **Outland** will be the Board's Delegate for the Delegate Assembly and will be voting on behalf of the Oregon Board for Board of Directors positions.

11. NEW BUSINESS:

Chair Dennis would like Board members and staff to take a webinar training on Disarming Microaggressions.

12. CORRESPONDENCE:

Chair Dennis received correspondence from CSWE regarding the ASWB exam. **Harnisch** will be emailing the correspondence to Board members for review.

13. ANNOUNCEMENTS

Chair Dennis reiterated that the ASWB Delegate assembly will be held next month. **Outland** will be attending as Delegate, **Ashton-Williams** as Alternate Delegate, **Chair Dennis** as Board member, and **Harnisch** as Administrator.

Harnisch suggested scheduling a CPC meeting in December and the next full Board meeting in January.

14. ADJOURNMENT:

Chair Dennis adjourned the Board meeting at 2:46 p.m.

Respectfully submitted,



Kim Coleman, Licensing Manager