



Counselor, Social Worker & Marriage and Family Therapist Board

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Social Worker Professional Standards Committee (SWPSC) Minutes Thursday, July 16, 2015

- Members Present:** Dr. Carl Brun, Ms. Lisa Habermusch, Ms. Erin Michel,
- Staff Present:** Mr. Brian Carnahan, Mr. Bill Hegarty, Mr. Andy Miller, Ms. Tammy Tingle, Mr. Doug Warne
- Guests Present:** Ms. Danielle Smith, NASW-OH; Ms. Paula Britton and Mr. Brad Shepherd

1) Meeting Called to Order

Ms. Michel called the meeting to order at 9:28 a.m.

2) Discussion/Approval of the July 16 & 17 Agenda

Ms. Michel asked if any changes or discussion were needed for the Agenda. Mr. Warne asked to add an additional hardship request, and fourteen applicants with criminal records to approve. Dr. Brun motioned to approve agenda as amended. Ms. Habermusch seconded the motion. Motion carried.

3) Appointment of SWPSC Chairperson

Ms. Habermusch motioned to keep Ms. Michel as chairperson for another year. Dr. Brun seconded the motion. Motion carried.

4) Approval of the May 21 & 22 Minutes

Ms. Michel asked if any changes or discussion were needed for the May 21 & 22 minutes. Ms. Habermusch motioned to approve the minutes as written. Dr. Brun seconded the motion. Motion carried.

5) Approval of Applications for Licensure

The SWPSC reviewed the 412 LSW applicants and 138 LISW applicants approved by the staff, and the 11 SWA applicants registered by the staff, from May 21, 2015 through July 16,

2015. Dr. Brun made a motion to approve the applicants. Ms. Haberbusch seconded the motion. Motion carried.

6) New Business

Mr. Warne provided background information on an issue that was coming before the Committee. The issue was first identified in 2012 during a CEU audit; the SWPSC was asked to review a CEU containing information on administrative supervision to see if it would qualify for the LISW-S supervision requirement, and the Committee determined that the course did not count because it lacked a focus on the supervision/supervisee/client relationship. The SWPSC was now being asked to review an administrative supervision CEU from Paula Britton which had been previously accepted, most recently in 2014. Management and administration courses are more geared toward work management and employee oversight, while the LISW-S was created to provide training supervision, using social work knowledge and skills to improve a supervisee's practice and aid in professional development. Ms. Michel pointed out that if a macro social worker was supervising another macro worker, the skills they would be dealing with would involve more administrative skills. Ms. Smith stated that there are a number of providers advertising supervision CEUs that probably do have management and administrative content, and while it's good to offer a wide number of CEU topics, the only purpose of an LISW-S is training supervision, and allowing CEUs on other topics could muddy the purpose of that designation. Ms. Haberbusch responded that she has found management courses to be useful in her practice, as long as they're founded on social work principles. Ms. Smith stated that according to Ms. Britton, management CEUs are accepted for the LPCC-S; Mr. Miller replied that counselors must take courses in four different content areas to earn the LPCC-S, and management is one of them, but not the totality. Social workers aren't required to complete a specific variety of content areas. Ms. Michel concluded that the SWPSC needed to make decisions in the long and short term regarding this issue, determining whether to accept this program for now, and then how to deal with this issue in the future. Dr. Brun stated that since the course had been accepted before, it needs to be accepted again now, but in the future any coursework exclusively on these topics should be rejected. Mr. Hegarty stated that in Ohio, the SWPSC honors both therapeutic and administrative social workers, and that training supervision is very different when your clinical and training supervisors are different people; it's much more a process of mentoring because you can't discuss particular cases.

7) Investigations

a) Closed cases

Dr. Brun made a motion to close the following cases, as he had determined that no actionable offenses had been found. Mr. Haberbusch seconded the motion. Motion carried.

2015-65	Competency. Allegation not substantiated.
2015-74	Confidentiality. Close with a caution.
2015-75	Scope or practice. Close with a caution.
2015-79	Competency. Close as unsubstantiated.

2015-82 Standards of care. Allegation not substantiated.
2015-111 Records case. Close with strong caution.

Ms. Haberbusch made a motion to close the following cases, as she had determined that no actionable offenses had been found. Dr. Brun seconded the motion. Motion carried.

2015-36 Sexual boundary violation. Close due to lack of jurisdiction.
2015-41 Competency. Close with no violation.
2015-62 Confidentiality. Close with caution.
2015-76 Record keeping. Close with a caution.
2015-86 Competency. Allegation not substantiated.
2015-110 Competency. Close with no violation.
2015-112 Practice on a lapsed license. Close with caution.
2015-122 Practice on a lapsed license. Close with caution.

b) Consent Agreements

- a) **Ms. Jennifer A. Kline:** Ms. Kline is a licensed social worker. Between October 23, 2013, and November 21, 2014, Ms. Kline failed to maintain appropriate boundaries by entering into a sexual relationship with an ex-client within 5 years of terminating the therapeutic relationship, a violation of ORC 4757.36(C)(1) and OAC 4757-5-04(C). Ms. Kline admits to this allegation. Her license is hereby suspended for three years beginning July 17, 2015, through July 17, 2018. It will be her responsibility to renew her license when appropriate. Ms. Haberbusch motioned to accept the consent agreement between the Board and Ms. Kline based on the evidence in the document. Ms. Michel seconded the motion. Motion carried.
- b) **Ms. Heather N. Weemes:** Ms. Weeme is a licensed social worker. The Board received information that beginning in October 2013, Ms. Weemes failed to maintain appropriate boundaries by entering into a sexual relationship with an ex-client within 5 years of terminating the therapeutic relationship, a violation of ORC 4757.36(C)(1) and OAC 4757-5-04(C). Ms. Weemes admits to this allegation. Her license is hereby suspended for three years beginning July 16, 2015, and is required to take the Board's online laws and rules exam by February 15, 2016. It will be her responsibility to renew her license when appropriate. Ms. Michel motioned to accept the consent agreement between the Board and Ms. Weemes based on the evidence in the document. Ms. Haberbusch seconded the motion. Motion carried.
- c) **Mr. Michael Wilson:** Mr. Wilson is a licensed independent social worker. While practicing as a social worker in a mental health agency in Dayton, Ohio, Mr. Wilson entered into a sexual relationship with a client, a violation of ORC 4757.36(C)(1) and OAD 4757-5-04(A). Mr. Wilson does not contest this allegation. The Board will allow him to surrender his social work license in lieu of other potential disciplinary action. Ms. Michel motioned to accept the consent agreement between the Board and Mr. Wilson based on the evidence in the document. Dr. Brun seconded the motion. Motion carried.

c) Notices of Opportunity for Hearing

- a) **2014-276:** Dr. Brun made a motion to issue a Notice of Opportunity for Hearing to Ms. Linda Coleman. On March 20, 2015, Ms. Coleman plead guilty to illegal conveyance of weapons, drugs, or intoxicating liquor onto the grounds of a specified government facility, a third degree felony. This act constitutes a violation of ORC 4757.36(C)(5). Ms. Michel seconded the motion. Motion carried.
- b) **2015-1:** Ms. Michel made a motion to issue a Notice of Opportunity for Hearing to Mr. Thomas Burkhardt. While employed at a mental health center in Mansfield, Ohio, Mr. Burkhardt failed to maintain sufficient and timely documentation in records to facilitate the delivery of services and to ensure continuity of services provided to clients in the future. This conduct constitutes a violation of ORC 4757.36(C)(1) and OAC 4757-5-09(C). Ms. Haberbusch seconded the motion. Motion carried.

d) Goldman Reviews

- a) **Mr. Will Boddie Jr.:** Dr. Brun motioned to revoke Mr. Boddie's social work license because he did not comply with a Board audit for continuing education as required by Ohio Revised Code 4757.36(C)(1) and Ohio Administrative Code 4757-11-01(C)(20)(b), and offered no response or communication to the Board regarding said audit. Ms. Haberbusch seconded the motion. Motion carried.
- b) **Mr. Scott D. Doseck:** Dr. Brun motioned to revoke Mr. Doseck's social work license because he did not comply with a Board audit for continuing education as required by Ohio Revised Code 4757.36(C)(1) and Ohio Administrative Code 4757-11-01(C)(20)(b), and offered no response or communication to the Board regarding said audit. Ms. Haberbusch seconded the motion. Motion carried.
- c) **Ms. Janet S. Helfgott-Emmer:** Dr. Brun motioned to revoke Ms. Helfgott-Emmer's social work license because she did not comply with a Board audit for continuing education as required by Ohio Revised Code 4757.36(C)(1) and Ohio Administrative Code 4757-11-01(C)(20)(b), and offered no response or communication to the Board regarding said audit. Ms. Haberbusch seconded the motion. Motion carried.

8) New Business

The SWPSC met with Ms. Paula Britton and Mr. Brad Shepherd regarding the administrative CEU previously discussed. Ms. Britton began by stating that she's been offering this training for five years. At one point, Patty Miller did have concerns about this CEU, at which time she brought it to the Board, and they did approve it. Ms. Miller had clarified that the course is currently approved until March, and Ms. Britton asked to make the case that it should be approved beyond that. She found it inconsistent that counselors and social workers have different standards, and that the course can be counted for general license renewal but not the initial LISW-S. She stated that in her opinion, administration is part of the supervisor-

supervisee-client relationship, and that she's talked to employers who want to promote LISW-S licensees to management positions but they don't have the proper training to become administrators. Mr. Shepherd expressed his consternation that this course has been accepted before, but when a licensee *asked* about it, she was told it wouldn't count. Dr. Brun asked about the use of Meyer-Briggs with supervisees, and Ms. Britton stated that she has attendees take this personality test before they come for the course, and they talk about how communication styles filter down and affect the relationship between supervisors, supervisees, and clients. She also shows how productivity affects clients, and how management skills are integrated into clinical work and supervision. Ms. Michel stated that this is part of an ongoing conversation about micro and macro practice, and how those affect the CEUs the Board accepts. In the short term, there *are* differences in requirements between social work and counseling, as each committee approves their own coursework, and even if this course doesn't meet LISW-S requirements, it doesn't invalidate people who are taking it right now. She pointed out that the sole purpose of an LISW-S is to provide training supervision, and there is clarity or lack on conflict in what employees are looking for in terms of skill sets. The LISW-S is not an employment issue, only a supervision one. Ms. Britton and Mr. Shepherd stressed the supervision requirements should be laid out on the CEU application, and that licensees should be free to take any courses that are useful to them. Ms. Haberbusch responded that she can take a management CEU at any time if it's useful for her professional development, but for LISW-S requirements, courses should focus on training supervision. Ms. Michel stated in the long term, the SWPSC does need to look at how macro practice is integrated into the definition of training supervision; administration and management is something that macro social workers do, and it's a part of their supervision process, so the requirements may need to be changed in the future.

After meeting with Ms. Britton, the SWPSC continued to discuss the issue. Dr. Brun pointed out that inconsistencies can happen, that CEUs which were once approved may not be approved again. The important discussion revolves around macro social work. Ms. Haberbusch pointed out that macro work is broad, and can range from grass roots community building to legislative work; management is just one part of that, and macro training supervision would involve more than that. Dr. Brun stated that if Ms. Britton does connect the information presented back to client care, it may solve the issue. Mr. Warne stated that Ms. Britton's main issues seemed to be with consistency and public education of the LISW-S requirements. Dr. Brun asked why the requirements for LISW-S and LPCC-S are so different, and Mr. Carnahan replied that, as he is constantly reminded, they are different professions that serve different roles, and each committee has the authority to regulate their own professions. Ms. Haberbusch recommended that when looking at each supervision course, staff should always check to see if it's been approved before, and accept it if it is, and to bring it to the SWPSC if the course is contentious. Ms. Michel asked about communication between Mr. Miller, Mr. Warne, and Ms. Patty Miller, and Mr. Miller clarified that she will often run courses past him or Mr. Warne to see if they fit supervision requirements, and he will sometimes ask to look at the original CEU application if a course is unclear. Looking at the course description from Ms. Britton, Ms. Michel stated that the course specifically deals with management in the first half, and deals with management and supervision in the second half. Wanting to understand how organizations function is not social work supervision. Regardless of job requirements and positions, the specific role of an

LISW-S is different from the role of a work supervisor. Dr. Brun agreed that management courses are useful and strongly encouraged for social workers, and should still count toward general license renewal, but are not appropriate for LISW-S content. Ms. Michel stated that it's hard to separate social work supervision from work supervision, because they often happen in the same place, to which Ms. Haberbusch replied that part of the reason things are defined as they are is to ensure that supervisees are getting good information on social work practice and career advancement, rather than just coming in to talk about work with their bosses. Ms. Michel concluded that for this particular course, they should ensure there's content about the supervisee-client relationship in the material. Regarding differences between counselors and social workers, there's nothing more to discuss. Dr. Brun suggested that the SWPSC should at least begin having group discussions on any CEUs to be approved, which will likely help with consistency.

9) Working Meeting

After breaking for lunch, the SWPSC began its working meeting at 1:00 p.m. to review pending applications for licensure, files to be audited, CEU Programs & Providers, supervision records, hardship requests, and licensure renewal and reinstatement issues. Ms. Haberbusch attended the CEU Committee meeting.

10) Correspondence

Mr. Warne presented an email from a licensee who contacted him regarding the death of her supervisor. The supervisor passed away before completing a Professional Employment Reference form on her behalf, and he was overseeing several other people as well at the time of his death. Mr. Warne stressed that the PER is not only a list of hours completed, but also an evaluation of the supervision experience. Fortunately, another LISW at the agency is willing to complete the supervision forms and submit the supervision logs to the Board along with them. The supervisees could then submit individual hardship requests, and the Committee can review them individually to determine whether each supervisee is adequately competent to practice independently. The new supervisor will then oversee the licensees from now on, until their supervision is complete. Mr. Warne also suggested a simple addendum to the PER in lieu of a hardship request. Ms. Michel asked that the AAG be consulted to see if she's familiar with how other professions handle this situation, and the committee agreed that if the AAG allows it, the new supervisor can simply submit a PER with an addendum, and include the logs of each supervisee.

11) Meeting Adjourned

After resuming their working meeting, the meeting was adjourned at 3:30 p.m.

Social Worker Professional Standards Committee (SWPSC) Minutes
Friday, July 17, 2015

Members Present: Dr. Carl Brun, Ms. Lisa Haberbusch, Ms. Erin Michel, Mr. Steve Polovick

Staff Present: Mr. Brian Carnahan, Mr. Bill Hegarty Ms. Tracey Hosom, Mr. Andy Miller, Mr. Doug Warne

Guests Present: Ms. Danielle Smith, NASW-OH

1) Meeting Called to Order

Ms. Michel called the meeting to order at 9:29 a.m.

2) NASW Report

Ms. Smith provided an update on NASW-OH's efforts to pursue legislation banning sexual orientation change efforts. She's been finding more practitioners who are performing these efforts, including a conference in New York promoting "conversion therapy" with presentations by two Ohio social workers. NASW-OH is cosponsoring a presentation on this topic in October, and Ms. Smith is hoping to speak with people individually on this topic. Dr. Brun asked whether she was planning to file a complaint regarding the two social workers presenting at the New York conference; she stated that she is planning to, but is still gathering information. Meanwhile, legislation has been introduced in Ohio, and so far all cosponsors are Democrats, but that doesn't necessarily mean Republicans aren't interested; it's common for legislators to only seek cosponsors within their own party. The Annual Conference is November 12 and 13, and NASW-OH is hosting an open house of their new office in Worthington. She wanted to let people know that they have a 50-person conference room which they can reserve, with free parking, so if anyone is interested in booking the space they can contact her anytime.

3) Executive Committee Report

Ms. Michel reported that the Board is being asked to vote on a resolution or statement regarding conversion therapy. The legislative bill names the Board as an interested party, so they are invited to make comments, which is why it's allowable to make a statement without it being political. The statement does not mention a particular bill or advocate for its passage, it only mentions the issue for anyone who wants to use it. Mr. Polovick added that a copy would be sent to the statehouse, and legislators could use it in support of their bill. The committee reviewed the language of the resolution. Ms. Haberbusch asked if this would block people from practicing non-evidence based practices which are not harmful, and Ms. Michel responded that of course not every therapy is going to be research based, and what the Board is trying to do is make clear that if there's a therapy which 98% of research shows is harmful, that's where the issue lies. Ms. Smith stated that there are about 10 therapies which are known to be harmful, including DARE and Scared Straight, and she would like to

see the Board look at those too. Mr. Polovick pointed out that as they've looked at the research, the scope of the Board's concern has expanded from simply banning the practice for minors to encompassing overall issues of competence and harm. He acknowledged that not everyone feels the same about this issue, but that if the legislative bill passes, then the Board needs to present a united message, with all Board members' signatures on the letter. The committee discussed slight changes to the letter so as not to explicitly discourage use of non-harmful emerging practices. Ms. Haberbusch motioned to approve the statement as amended, pending acceptance by the full Board. Ms. Michel seconded the motion. Motion carried.

The Committee then adjourned to meet with a contingent of social workers from Switzerland, after which they resumed their working meeting.

4) **Meeting Adjourned**

The meeting was adjourned at 11:45 a.m.

A handwritten signature in cursive script, followed by the date "11/19/15". The signature is written in black ink and is positioned above a horizontal line.

Ms. Erin Michel, Chairperson