



Counselor, Social Worker & Marriage and Family Therapist Board

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Social Worker Professional Standards Committee (SWPSC) Minutes **Thursday, September 24, 2015**

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

Staff Present: Mr. Brian Carnahan, Ms. Rhonda Franklin, Ms. Tracey Hosom,
Mr. Andy Miller, Ms. Tammy Tingle, Mr. Doug Warne

Guests Present: Ms. Colleen Dempsey and Ms. Danielle Smith, NASW-OH

1) Meeting Called to Order

Ms. Michel called the meeting to order at 9:45 a.m.

2) Discussion/Approval of the September 24 & 25 Agenda

Ms. Michel asked if any changes were needed to the Agenda. Ms. Haberbusch motioned to approve agenda as written. Dr. Brun seconded the motion. Motion carried.

3) Approval of the July 16 & 17 Minutes

Ms. Michel asked if any changes or discussion were needed for the July 16 & 17 minutes. Under New Business, she asked that Ms. Smith's comment of "the only purpose of an LISW-S is training supervision, and allowing CEUs on other topics will muddy the purpose of that designation" be changed to "*could* muddy the purpose of that designation," in order to reflect the special nuance of the statement. Ms. Michel then motioned to approve the minutes as amended. Ms. Haberbusch seconded the motion. Motion carried.

4) 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. Ms. Michel seconded the motion. Motion carried.

2015-18	Record keeping. Close with a caution.
2015-85	Competency. Close with no violation.

2015-106	Custody issues. Close—No violation found.
2015-128	Non-sexual boundaries. Close with caution.
2015-137	Competency. Allegation not substantiated.
2015-145	Record keeping. Close with strong caution.
2015-160	Competency. Close with no violation.
2015-164	Standard of care. Close as unsubstantiated.
2015-174	Confidentiality. Close with caution.

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

2015-66	Custody issues. Close with strong caution.
2015-89	Competency. Close with strong caution.
2015-99	Misrepresentation of credentials. Close with strong caution.
2015-102	Record keeping. Close as unsubstantiated.
2015-120	Non-sexual boundaries. Close with strong caution.
2015-129	Competency. Close with caution.
2015-135	Record keeping. Close with caution.
2015-136	Failure to report. Allegation not substantiated.
2015-159	Records. Close due to lack of jurisdiction.

b) Consent Agreements

a) **Ms. Jennifer Calhoun:** Ms. Calhoun is a licensed social worker. The Board received information that Ms. Calhoun violated professional boundaries while working at an agency in Toledo, Ohio, by telling clients they could live with her when they turned 18, allowing clients to call her “mom,” and by overly sharing personal information. This action constitutes a violation of ORC 4757.36(C)(1) and OAC 4757-5-03(A)(4)(b) and (c). Ms. Calhoun denies that she told clients they could live with her or that she allowed them to call her “mom,” but does admit that she may not have properly noted occurrences of such statements made by clients on their own initiative in client files when such statements were made, or adequately discussed statements with clients as required by OAC 4757-5-03(A)(1)(a). Ms. Calhoun must complete, at her own expense, the online CEU course entitled “Ethical Documentation in Clinical Practice” offered by Heisel and Associates, must complete the Board’s online laws and rules exam, and must be supervised in all aspects of her practice for a one-year period. Ms. Haberbusch motioned to accept the consent agreement between the Board and Ms. Calhoun based on the evidence in the document. Ms. Michel seconded the motion. Motion carried.

b) **Teona C. Graves:** Ms. Graves is a licensed social worker. While employed with Cuyahoga County Department of Senior and Adult Services, on or about December 24, 2014, Ms. Graves 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 inappropriate conduct constitutes a violation of ORC 4757.36(C)(1) and OAC 4757-5-09(C). Ms. Graves admits to this allegation.

Her license is hereby reprimanded. Ms. Michel motioned to accept the consent agreement between the Board and Ms. Graves based on the evidence in the document. Dr. Brun seconded the motion. Motion carried.

- c) **Mr. Curtis J. Halsell:** Mr. Halsell is a licensed social worker. While employed at an agency in Cincinnati, Ohio, Mr. Halsell violated professional boundaries by sexually harassing clients, a violation of ORC 4757.36(C)(1) and OAD 4757-5-02(F). Mr. Halsell admits to this allegation. His license to practice social work is hereby suspended for six months beginning September 25, 2015, and he must complete the Board's online laws and rules exam. Ms. Michel expressed concern that in her opinion, this suspension was too short a time to correct his behavior. Ms. Tingle stated that this was the term of suspension negotiated between investigative staff and Mr. Halsell, and that it's consistent with past disciplinary actions handed down by the Board. Ms. Hosom also pointed out that the discipline will be publicly displayed on the Board's website, which would likely prevent him from being employed at an agency with vulnerable clients. Ms. Michel motioned to accept the consent agreement between the Board and Mr. Halsell based on the evidence in the document. Ms. Haberbusch seconded the motion. Motion carried.
- d) **Ms. Michelle J. Holt:** Ms. Holt is a licensed social worker. While employed as a social worker in Toledo, Ohio, from about January through June 2015, Ms. Holt blurred her professional boundaries with a client, engaging in a multiple relationship in violation of ORC 4757.36(C)(1), OAC 4757-5-03(A), and/or 4757-5-04(A). Ms. Holt denies this allegation, but admits that the evidence obtained from law enforcement documentation supports the allegation. Her license is hereby suspended for four years, beginning September 25, 2015. Ms. Michel inquired why this suspension was so much more severe than Mr. Halsell's, and if the facts of the case justified it. Without providing any details on the case, Ms. Tingle stated that the suspension was definitely justified. Ms. Michel motioned to accept the consent agreement between the Board and Ms. Holt based on the evidence in the document. Dr. Brun seconded the motion. Motion carried.
- e) **Ms. Robin K. Karim:** Ms. Karim is a licensed social worker. In September 2015, she was audited for compliance with continuing education requirements, and was unable to provide proof of the 30 hours needed to have renewed her license, a violation of ORC 4757.36(C)(1) and OAC 4757-11-01(C)(20)(b). Ms. Karim admits to this allegation. The Board will allow her to surrender her social work license in lieu of other potential disciplinary action. Ms. Michel motioned to accept the consent agreement between the Board and Ms. Karim based on the evidence in the document. Ms. Haberbusch seconded the motion. Motion carried.
- f) **Ms. Julie A. Nagy:** Ms. Nagy is a licensed independent social worker with supervision designation. In 2015, while employed as an independent social worker in Worthington, Ohio, Ms. Nagy falsified six client Individual Service Plans by signing the signatures of clients' parents without the parents' permission. Falsifying client

records constitutes a violation of ORC 4757.36(C)(1) and OAC 4757-5-09(B). Ms. Nagy admits to this allegation. Her license to practice social work is hereby reprimanded. Ms. Michel motioned to accept the consent agreement between the Board and Ms. Nagy based on the evidence in the document. Ms. Haberbusch seconded the motion. Motion carried.

c) Goldman Reviews

- a) **Mr. Thomas E. Burkhardt:** On December 31, 2014, the Board received a complaint from Mr. Burkhardt's employer in Mansfield alleging that his billing records did not reflect the times that clients were seen for services. The agency provided the Board with three separate client incidents, with videotaped surveillance. Mr. Burkhardt was sent a Notice of Opportunity for hearing, but did not respond to it. Ms. Haberbusch motioned to revoke Mr. Burkhardt's social work license. Ms. Michel seconded the motion. Motion carried.
- b) **Mr. Marc A. Cunningham:** Dr. Brun motioned to revoke Mr. Cunningham'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. Christine J. McGraw:** Ms. Haberbusch motioned to revoke Ms. McGraw'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. Dr. Brun seconded the motion. Motion carried.
- d) **Ms. Michelle C. Thompson:** Dr. Brun motioned to revoke Ms. Thompson'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.

5) Executive Committee Report

Ms. Michel presented a series of draft rule changes, and asked that the SWPSC review them thoroughly during their working meeting, with particular attention to proposed changes to 4757-5-02. She also asked to review a policy on how to deal with complaints received against Board members, and the decision making process for issues such as sexual orientation change efforts or other major issues requiring the input of the entire Board. She also discussed SB33, which would require all mental health practitioners in Ohio to complete three CEUs in cultural competency. It would impact over 500,000 licensees in Ohio, and based on the Board's review, Mr. Carnahan could write to the Senate committee chair and lay out how cultural competency is already covered in the Board's code of ethics. Mr. Carnahan's opinion is that it would be a burden to licensees, but Ms. Michel asked that the

benefits also be considered. Ms. Smith stated that there has been interest from other groups such as the Ohio Medical Association to make changes. She had assumed other health care professionals received the same training in cultural competency that social workers do, but that doesn't seem to be the case according to her research. The major drive is to get cultural competency training out to providers, since many professions don't have a course covering it.

6) Approval of Applications for Licensure

The SWPSC reviewed the 490 LSW applicants and 200 LISW applicants approved by the staff, and the 12 SWA applicants registered by the staff, from July 16, 2015 through September 23, 2015. Ms. Michel made a motion to approve the applicants. Ms. Haberbusch seconded the motion. Motion carried.

7) Correspondence

- a) Mr. Warne presented an email from an LISW applicant who's been continually licensed in Michigan, and received her license by taking the ACSW exam offered by NASW, as opposed to the ASWB exam. Mr. Warne expressed his hope that the committee would accept her ACSW exam score, in the interest of improving mobility across state lines. The SWPSC has looked at this issue before, and in other cases have not accepted the ACSW exam, but this case appears to be different since the applicant is currently licensed out of state and has been continually licensed. He pointed out that the ASWB exam is not specifically named in the rules, and that the Board's endorsement rule (4757-19-07) does allow for the Board to accept "substantially similar exams" if the applicant is currently licensed out-of-state. Mr. Miller confirmed that per his research, the ACSW exam was 150 questions and based on practice analysis of master's-level social workers, similar to the ASWB exam. Ms. Michel motioned to accept ACSW exam under endorsement. Ms. Haberbusch seconded the motion. Motion carried.
- b) The SWPSC reviewed a request from a licensee to have her past discipline from 2008 removed from the Board's website. Ms. Michel motioned to deny her request, based on past precedent and the need for public protection. Ms. Haberbusch seconded the motion. Motion carried.
- c) The SWPSC reviewed an email from a licensee concerned with OAC rule 4757-5-09. In the rule, licensees are required upon renewal to provide the name of an individual responsible for maintaining their client records in the event of the licensee's death or incapacitation. The licensee was concerned by this, and felt that the Board should require this information to be reported as soon as an individual enters private practice. Mr. Miller stated that this would be an impossible regulation, since the Board doesn't track the employment status of its licensees, much less when they enter private practice. Ms. Michel agreed that she didn't see the need to increase regulation, since the information is already gathered upon renewal; it's the responsibility of licensees to provide this information and have a plan in place, not for the Board to actively seek it out. Ms. Smith suggested that it might be good to write a newsletter article on what a licensee needs to

do when moving into private practice. The SWPSC agreed that a rule change is unnecessary.

- d) The Board reviewed an email from an applicant who was previously licensed and allowed her license to lapse; she had been informed in 2008 that she would not have to re-test upon re-applying for licensure, although the email did mention that this rule was subject to change. The applicant felt that on the basis of this email she should not be required to re-test in order to reinstate her license, since she wouldn't have let her license lapse had she known this rule change was a possibility. Ms. Michel stated that the committee did not have the statutory authority to completely override the Board's laws and rules. The committee agreed that the applicant would need to re-test.
- e) The Board reviewed a letter from a licensee asking whether an LSW receiving training supervision toward their LISW could use those supervision hours to apply toward continuing education credit. Ms. Haberbusch stated that continuing education and training supervision are two different processes with different purposes. The SWPSC agreed that there was no reason to consider a rule change.
- f) Ms. Franklin discussed two post-program approval requests she received from social workers. One was a request for continuing education to be received for translating a social work-related book from English into Hungarian. The committee agreed that this request should be denied. The other request concerned working as an editor for a book or journal, which the licensee argued could require them to re-write portions of the book, which may require further research. Dr. Brun expressed his opinion that any editing requests should be reviewed on a case by case basis, because that editing role can mean different things; it can mean just compiling a list of articles, or it can mean rewriting and doing research, so a general guideline can't be made. The SWPSC agreed.

8) Working Meeting

The SWPSC began its working meeting at 11:05 a.m. to review pending applications for licensure, files to be audited, CEU Programs & Providers, supervision records, hardship requests, and licensure renewal and reinstatement issues.

As part of the working meeting, the SWPSC reviewed a list of options proposed for the Board by Mr. Carnahan, regarding the decision making process for issues such as sexual orientation change efforts or other major issues requiring the input of the entire Board. Ms. Smith stated that she wanted the SWPSC to know she's reevaluating the role between NASW and the Board, and trying to allow other professional associations to take the lead on the SOCE issue. Reviewing the options presented, Dr. Brun stated that they all seemed fine, but he didn't want the Board's ability to issue resolutions to be based on meeting certain criteria. He asked that the Board have the option to pass a resolution on any issue if they so desired. Ms. Smith reiterated that SOCE is a unique issue in that it causes client harm and has no therapeutic value, which should be considered. Ms. Michel warned against personal beliefs and values leaking into the overall discussion, and hoped that the discussion could remain focused on the Board's professional responsibilities, and that information be presented

objectively and without bias. Ms. Haberbusch agreed that the Board should have the opportunity to create a resolution on any topic, acknowledging that the topic would almost inevitably be controversial; she suggested that the Board decide now whether resolutions require majority opinion or unanimous consent. Ms. Smith also suggested updating the Board's anti-discrimination rule to prohibit the exploitation of protected groups, and/or to ban non-evidence based practice, which would require agreement from all three professional standards committees. Ms. Michel agreed that SOCE is a very important topic, but that for now the Board would focus on the process and not the issue. She agreed that the language regarding resolutions needed to be more open, and that all specific mention of SOCE should be removed from the list of options to ensure an objective approach. However, in the future, she will stress to the Executive Committee that the SWPSC supports further rule changes to ethical laws regarding gender identity and expression.

The SWPSC then reviewed proposed rule changes for the following rules:

- a) **4757-3-01(P)(2)**: The committee agreed to add the words, "within the practice of social work" after the word "counseling," to clarify that this definition of counseling only applies to social workers.
- b) **4757-3-01(S)**: The committee asked that this paragraph be removed, since the rule only applies to the now-eliminated Clinical Resident registration.
- c) **4757-5-02**: Mr. Warne stated that there is an argument that a search engine could be used for public protection, to gain information that a client may not self-disclose. Dr. Brun stated that as he understood the proposed rule, social workers can perform an internet search of their clients' information, they just need to disclose it. Mr. Miller stated that in his opinion, the rule ensures that social workers are not able to abuse or misuse information which was not given to them; it maintains trust and boundaries within the therapeutic relationship. The Committee agreed that they did not have enough information to understand the purpose of this rule change, and questioned why ASWB was proposing it as part of their model practice act. Mr. Carnahan stated that the internet search rule has enough exemptions to it that it is hard to write a rule; for example, emergency situations may require a hospital worker to look up information that a client hasn't disclosed. There's a need to balance a client's privacy rights with the practitioner's need for information.
- d) **4757-5-03**: Ms. Michel stated that she understood it, this rule allows clients to still follow their therapist professionally through social media, but prohibits the therapist from engaging in personal relationships. Dr. Brun agreed that the word "personal" protects practitioners who are performing electronic service delivery. After more discussion, Mr. Carnahan agreed that it might be good to rephrase the rule with social media as merely an example of a virtual relationship rather than the totality of the issue.
- e) **4757-5-04**: Mr. Carnahan stated plainly there's no convincing case where a therapist could argue they can have a sexual relationship with a former client. The SWPSC agreed.

- f) **4757-5-13:** Mr. Carnahan stated that the reference to the Professional Disclosure Statement is being taken out, and the clause regarding the use of unencrypted scheduling contacts was recommended by Mr. Glenn Carr. Ms. Haberbusch stated that for a long time, she didn't even send treatment reminders because of privacy concerns; you don't want people to know that other members of their family or household have a therapist. Dr. Brun suggested adding a line that treatment reminders and scheduling conflicts only be made with the consent of the client. Mr. Carnahan agreed that this item should be moved in the rule to simply exempt these emails from encryption standards rather than confidentiality standards altogether.
- g) **4757-9-06:** Dr. Brun suggested that *all* of 4757-9-06(D) should be removed.
- h) **4757-19-06:** Mr. Carnahan questioned whether section (F)(1), should be removed, requiring that the applicant for temporary licensure be in good standing with their university. Mr. Warne responded that if someone owes money to their school, they're not technically in good standing, which defeats the purpose of the temp license. Dr. Brun expressed concern that this may put social work department heads in an awkward position. Mr. Carnahan suggested putting in a renewal limit, giving applicants time to pay off their debts but not for an indefinite period of time. He questioned how much debt a person could have accumulated to restrict them from not getting their transcript. Dr. Brun replied that he could only think of minor fees; it's possible to owe money for classes, but usually if a student doesn't pay for a class then they don't get a grade. Mr. Carnahan proposed limiting the temp to one or two renewals as a way of allowing the licensees to work while still encouraging them to pay off their university. The Committee agreed they would be willing to look at a draft rule of this.
- i) **4757-21-03:** The SWPSC found no issues with this rule change.

9) **Meeting Adjourned**

The meeting was adjourned at 3:30 p.m.

Social Worker Professional Standards Committee (SWPSC) Minutes
Friday, September 25, 2015

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

Staff Present: Mr. Brian Carnahan, Mr. Andy Miller, Mr. Doug Warne

Guests Present: Ms. Colleen Dempsey and Ms. Danielle Smith, NASW-OH

1) Meeting Called to Order

Ms. Michel called the meeting to order at 9:34 a.m.

2) Executive Committee Report

Ms. Michel reported that in that morning's Executive meeting, she had suggested adding gender identity and expression to the Board's non-discrimination rule. Ms. Smith suggested the rule should also prohibit domination or exploitation as well as discrimination. Ms. Michel also recapped a conversation with a group of music therapists who are seeking to gain licensure in Ohio; the Board has expressed concerns over the small number of licensees that would be involved, and that the work does seem to be more medically based than mental health. Ms. Smith stated that many professional associations have written letters opposing the bill to grant them licensure, it was written in such a way that they appeared to be gaining practice protection, which would not be appropriate, and could contribute to practitioners needing to hold a burdensome number of licenses in order to practice music therapy.

3) Correspondence

- a) The Board received a letter signed by the representatives of nine MSW programs in Ohio, asking the Board to reconsider passing a rule change that would require licensees to wait until they'd completed a large portion of their post-LSW, post-MSW supervised work experience before they could take either the Clinical or Advanced Generalist exam. Such a rule change had been previously considered two years ago and abandoned. Mr. Polovick asked if it was fair to say that the original opposition to this rule had been strong, but fairly limited to a few associations? Ms. Smith stated that NASW has stayed neutral on it, with quite a bit of opposition coming from the Ohio Council. NASW has a lot of people polling them for opinions on both sides of the issue. Dr. Brun stated that it's not uncommon for schools to advertise their exam pass rates, but school rankings are based on curriculum and would not be affected by these exams. Ms. Smith replied that she's heard in meetings that faculty members are concerned, and believe their overall standing is harmed if they have a lower pass rate; one dean in particular has said that pass rates are very important within the school. Dr. Brun responded that things may be moving in that direction, but graduation and retention rates are more important now. He discussed a study he'd run previously, where he'd asked MSW programs to grant access to the names of students who'd taken the exam, and though only two universities

responded, there wasn't any clear evidence to show that waiting to test was either harmful or beneficial. Mr. Miller disclosed that Ohio pass rates for the Clinical and Advanced Generalist exams are about eight to ten percent lower than other states; states that require applicants to wait until their supervision is complete do have higher pass rates, though this may only be correlation and not causation. Ms. Smith recalled Teresa Lampl's argument that employers could make a better decision on applicants if they had taken a higher-level test; her other argument was that even though the test is practice-based, it's harder to pass the further you get out of school. Ms. Haberbusch disclosed that when she had taken a test prep course, she was advised not to focus on how she actually practices, but to look at things from an overall perspective; a study course helped her more than her work and supervision. Ms. Smith discussed the difficulty faced by students who take the harder exam in school, and then have to wait ninety days to re-test. Mr. Carnahan will be meeting with the individuals who sent the letter, and Dr. Brun expressed his desire not to make any action on a rule change until after that meeting. Mr. Polovick agreed, and stated that this is a hard issue, because there's no solid data to show that the public is protected by having applicants wait to test; there are so many stakeholders, it's impossible to get them all in the same room, and get solid data. Ms. Michel expressed her opinion that with license mobility raising itself as an issue, the license and exam structure will likely be revisited, but obviously not in the very near future. The Committee agreed to wait until after Mr. Carnahan's meeting to make a decision.

- b) Mr. Warne presented an email from a licensee asking whether a course instructing managers and supervisors on how to work with unionized staff members could be used to earn supervision CEUs. Ms. Haberbusch stated that while this would likely be acceptable as a general CEU, it should not be approved for supervision credit. The SWPSC agreed.
- c) Mr. Warne presented a response sent to a licensee wondering if her work experience would count toward LISW supervised experience. The SWPSC agreed that his template response is okay.

4) Executive Director's Report

Mr. Carnahan reported that he'd spoken with a professor at Capital University, and he may have identified a couple of students who can sort through the comments of the SWPSC's recent CEU survey. The survey did provide some very interesting insights, such as the fact that most people like being able to take online CEUs, but that they feel that in-person courses are more rewarding. What's also evident is that medically-related topics are one of the bigger areas where people wanted more CEUs. Based on the positive response from licensees, the CPSC and MFTPSC may perform surveys as well.

5) Old Business

Mr. Warne presented a series of excerpts from previous meeting minutes, regarding the criteria the SWPSC uses for granting hardship requests for LISW supervision. In 2010, the only time hardship requests were granted was if the licensee was in a rural or remote area,

but then the Committee began allowing supervision through video chat. More recently, hardship requests have been allowed for licensees working in specialized practice areas, as well as an applicant who is hearing impaired and the best available supervisor was a professional counselor who knew sign language. Requests due to financial hardship have always been denied. Mr. Warne asked if the committee would like to set solid parameters on when a hardship request is acceptable, or if they should continue on a case by case basis as the situations merit? The Committee agreed to continue evaluating these requests on a case by case basis.

6) New Business

- a) At the Board's previous meeting, Ms. Haberbusch had inquired some applicants whose electronic BCI/FBI checks showed a "hit" on the record, but the paper reports showed nothing. She was concerned at the time with why the paper reports were empty, and whether the Board should be asking applicants for further information on what could have caused the "hits" in the first place. Mr. Miller explained that there are a number of reasons this result can occur; crimes that cause an initial hit but are left off the final report sent to the Board could be cases that were actually expunged, or dismissed, or juvenile records, or even sometimes individuals who have been impersonated by a criminal with access to their social security numbers. One time, the initial hit resulted from the applicant having a concealed carry permit. So in general, the final report will disclose any crimes the Board needs to be concerned with.
- b) Dr. Brun asked about an applicant record he was reviewing the applicant was arrested 13 years ago, but apparently never paid their court costs and had an active warrant out for them. Should the Board ask that person if they paid their court fees? The SWPSC agreed that the legal issues needed to be resolved before a license can be issued. Dr. Brun also discussed an applicant who was placed on inactive probation as opposed to active probation, which means they only have to meet probation reporting requirements if they commit a violation. Generally the Board doesn't license applicants who are on active probation (as a precedent), so he wondered whether this particular license could be issued. Mr. Carnahan asked if there was any reason to suspect the violation would put clients at risk, or that it would prevent them from being hired, to which Dr. Brun answered no. Mr. Polovick suggested that the applicant may be able to petition the judge and get something changed. Ms. Michel agreed that the applicant should work through legal channels to get the probation removed in order to qualify for licensure, and that the application should simply be held until the probation issue is resolved rather than being denied.
- c) The SWPSC discussed procedure for handling complaints against board members. Mr. Carnahan stated that he had recently signed an MOU with the respiratory board to handle an investigation for them, and since they were asking other boards what policies they had in place, he realized the CSWMFT Board didn't have one. The SWPSC reviewed a draft policy. Mr. Carnahan clarified that an outside source who reviews the case could be identified at the time of the complaint, so a general policy of who cases are referred to

doesn't need to be in place, and that during the investigation the member would continue to serve on the Board until it was resolved.

7) NASW Report

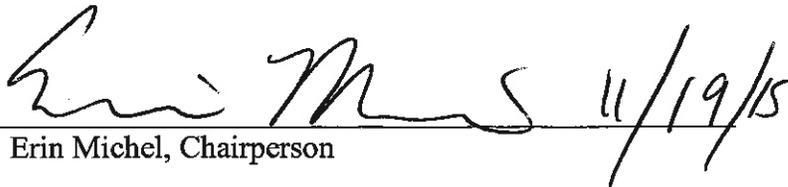
Ms. Smith introduced Ms. Dempsey, who has been hired as a part-time special project employee under the title of practice advocate, working on salary issues and debt reduction and formulating a plan for how to handle these issues in Ohio. She will be working at NASW for the rest of the fiscal year, while also working part-time at a number of mental health agencies. NASW-Ohio is also cosponsoring the LGBTQ health equity coalition conference; the keynote speaker is an expert on the harms of conversion therapy, and some members of the psychology board are coming to speak with him on October 30. The Annual Conference is November 12 and 13, featuring keynotes on the future of social work, and on transgender issues and cultural competency. Ms. Haberbusch asked if the Board would have a booth there; Mr. Carnahan responded that they would not, although he would be attending on both days and would be available to answer attendee questions.

8) ASWB Report

Mr. Polovick reported that the ASWB delegate assembly is in November, which he will be attending as a member of a bylaw committee. He encouraged another Board member to replace him on that committee when or if he resigns, since it's positive for Ohio to be represented on a national level. Mr. Carnahan stated that he would be asking permission for the Board to also send one or two staff members to the assembly, and possibly a Board member as well.

9) Meeting Adjourned

After resuming their working meeting in the time allowed, the meeting was adjourned at 11:45 a.m.

A handwritten signature in cursive script, followed by the date "11/19/15". The signature appears to be "Erin Michel".

Ms. Erin Michel, Chairperson