

MARYLAND BOARD OF SOCIAL WORK EXAMINERS

Summer 2022 *BSWE Newsletter*

THANK YOU, DR. WEINSTEIN!!

Dear Colleagues,

This Spring 2022, Stanley Weinstein, Ph.D., LCSW-C, retired from the MD Board of Social Work Examiners (BSWE). He had served as Executive Director at BSWE since 2014. His retirement was also the end of a long and distinguished social work career serving Maryland and beyond.

Prior to coming to BSWE, he had numerous leadership roles working at the MD Department of Health and Mental Hygiene. He liked to share the fact that one of his first social work roles out of college was as a case worker at the Department of Juvenile Services. Dr. Weinstein also taught at the University of Maryland's School of Medicine, School of Social Work and lectured at other Maryland universities. He served on numerous boards and commissions throughout the state including serving as a BSWE Board Member and Chair from 1979 to 1985.

During his career at BSWE, he celebrated the 40th anniversary of the Social Work Practice Act in Maryland. In 2017 to 2019, there were major changes to social work statutes and regulations to include the ability for LMSW and LBSW's to apply for "independent status" on their license.

In 2018, Dr. Weinstein received the Glenda McDonald Board Administrator Award at the Association of Social Work Board (ASWB) Annual Meeting. This national award is given to a state board administrator who demonstrates an extraordinary commitment to board service by promoting ethical and responsible board functioning. In addition, Dr. Weinstein was inducted into the NASW Pioneers which honors individuals that have made "an important contribution to the social work profession and to social policies through service, teaching, writing, research, program development, administration or legislation".



Inside this issue

Thank You.....	1
Are All MD Social Workers The Same?.....	3
Licensing Information.....	4
Ethics & Moral Questions Article.....	8
ASWB Compact Update..	10
Did You Know.....	11

(cont.) **THANK YOU, DR. WEINSTEIN!!**

Dr. Weinstein testified to the state legislature on matters related to the Board. He was able to speak effectively on the diverse roles of social workers and the importance of a robust regulatory process to ensure high professional standards in order to protect the public. He always made Board members feel welcome and respected. If you had the opportunity to sit down with him one to one, he made you feel at ease; he was empathetic to the many challenges you might be experiencing in your career. His deep appreciation of the profession was apparent to both social workers and non-social workers!

We wish him a wonderful retirement spending time with his wife, children, and grandchildren!

THANK YOU, BEVERLY JEAN LEWIS!!

After 20 years of devoted service, Ms. Lewis retired in May 2022. Ms. Lewis joined the Board as a contractual employee and moved to a permanent position in the Licensing Unit. As an essential and integral member of the unit, she processed applications for the LBSW and LMSW and received all of the Maryland and Federal criminal history records checks. Ms. Lewis was exceptional at processing half (A to L) of the 6,000 to 8,000 renewals each year with the number of renewals increasing each year. The Board will not be the same without Ms. Lewis. We wish her only the best for the future.



Are All Licensed Maryland Social Workers The Same?

By Donald List, LCSW-C, Board Member

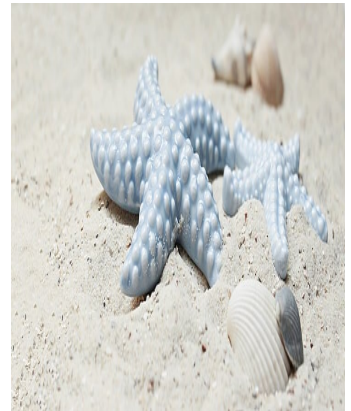
Are All Licensed Maryland Social Workers the Same... a thought provoking question. On one-hand, Title 10 Maryland Department of Health, [Subtitle 42 Board of Social Work Examiners, Chapter 02 Social Work Practice](#) gives definition to words such as; clinical social work, case management and psychotherapy yet it does not selectively license a social worker based on the scope of practice. In the state of Maryland, obtaining licensure to practice social work is the culmination of years of hard work and often sacrifice. For many, it is the beginning of life-long service, dedication and responsibility in the care of others; many of whom are in crisis.

As clinical social workers are employed in a wide array of settings from health care to private practice, it is our ethical responsibility to ensure that we practice within the scope of our clinical training, specialization and established expertise. Perhaps we, as social workers, are expected to recognize our skills and our limitations to ensure our patients/clients are provided with the best clinician to address their specific needs. If that is the case, the responsibility falls to us, as social workers, to ethically represent our clinical expertise and appreciate that “all licensed social workers are not equal”. Our proficiencies, work-settings and clients vary which allows us to claim specialized therapeutic knowledge. Claiming our differences; likely should be embraced to avoid the misrepresentation of qualifications and to ensure that the consumer receives optimal care.

[Title 10 Maryland Department of Health, Subtitle 42 Board of Social Work Examiners, Chapter 03 Code of Ethics](#) offers us some further support to the self-monitoring concept by specifically stating:

The licensee may not: (1) Participate or condone dishonesty, fraud, deceit, or misrepresentation; (2) Misrepresent professional qualifications, education, experience, or affiliation; (3) Exploit a relationship with a client for personal advantage or satisfaction; (4) Engage in solicitation which amounts to fraud, intimidation, or undue influence; (5) Practice, condone, facilitate, or collaborate with discrimination on the basis of race, gender, sexual orientation, age, religion, national origin, socioeconomic status, disability, or any other basis proscribed by law; (6) Engage or participate in an action that violates or diminishes the civil or legal rights of a client; (7) Share with another individual a confidence revealed by a client without a client's consent, except if there is danger to self or to another individual, or for a compelling professional reason; or (8) Share a fee or accept or give something of value for receiving or making a referral.

In the end, perhaps we do embrace that All *Licensed Maryland Social Workers Are Not the Same* and proudly claim where we have expertise.



Please Keep the Following Pages for Future Reference**DOES YOUR LICENSE EXPIRE ON OCTOBER 31, 2022?**

NO EXTENSION, DUE TO THE COVID-19 EMERGENCY WILL AUTHORIZED

A licensee can check the status of their license by using the following link: <https://mdbnc.health.maryland.gov/bsweVerification/default.aspx>

On or after **August 15, 2022** a licensee may renew their license which expires October 31, 2022.

Be sure your name, mailing address and email address are current with the Board.

Notification of renewal will be EMAILED on **August 15, 2022** to each licensee at the last known E-MAIL address on file with the Board.

Criminal History Records Checks (CHRC) are NOT required to renew in October 2022. However, a CHRC will be required in 2024.

Obtaining 3 credit units in Ethics can be in Category I or II.

Obtaining 3 Category I or II credit units in supervision IS required for renewal for all Board Approved Supervisors who were approved on or before October 31, 2022. Social Workers who were approved as a supervisor on or after November 1, 2020 are NOT required to have the required hours in supervision to renew.

Check your continuing education credit units **NOW** while there is time to attend CE programs to complete the requirement of 30 credit units for LBSWs and 40 credit units for LMSWs, LCSWs, and LCSW-Cs.

Please review the Board's website for information and requirements for continuing education: https://health.maryland.gov/bswe/Pages/Continuing_ed.aspx

OPTING OUT OF BEING A BOARD APPROVED SUPERVISOR

Send an email to Gloria.hammel@maryland.gov

In the subject field enter OPT-OUT and your license number

An email will be sent to confirm that your request was processed

PAPER APPLICATIONS FOR LICENSURE WILL NO LONGER BE ACCEPTED

Effective July 1, 2022, **all license** applications must be submitted through the online application system. The application types are as follows: New License by Examination or Endorsement, Application for Continued Approval to sit for the Examination, Reactivation, Reinstatement, Renewal, and Re-licensure. **The online application system is more efficient than processing paper applications. All fees are paid by credit card.**

REMINDER

Effective October 1, 2021 the following changes were made to the Social Work Practice Act as a result of a bill passed by the 2021 General Assembly. (see the Winter 2022 Newsletter for more details)

- (1) The requirement to complete criminal background checks by social workers who have not previously completed this requirement was postponed until 2023-2024.
- (2) A decrease is the required hours of supervision necessary to qualify for the LCSW-C License. The change meant needing only 100 hours of supervision instead of the 144 hours previously required.
- (3) LCSW license will not be issued after December 31, 2023.

(cont.) Please Keep the Following Pages for Future Reference

SUPERVISION

COMAR 10.42.08 SUPERVISION

.07 Responsibilities of a Supervisor. (ref. <http://www.dsd.state.md.us/comar/comarhtml/10/10.42.08.07.htm>)

A. A social work supervisor shall be Board-approved before providing supervision to licensed social workers for advanced practice or independent practice.

B. A Board-approved supervisor shall remain knowledgeable of the statutes and regulations as set forth in Health Occupations Article, Title 19, Annotated Code of Maryland and COMAR 10.42.01—10.42.09.

C. A supervisor shall:

- (1) Ensure that a supervisee is practicing within the scope of the supervisee's license;
- (2) Determine the skill level at which the supervisee may practice;
- (3) Focus on raw data from the supervisee's social work practice;
- (4) Maintain documentation, for at least 5 years, of the supervisory sessions, including the dates, duration, and focus of the supervisory sessions;
- (5) Provide or ensure that a supervisee receives a minimum of 3 hours of face-to-face supervision per month or 1 hour of face-to-face supervision for every 40 hours worked;
- (6) Ensure that a supervisee has read and is knowledgeable about Health Occupations Article, Title 19, Annotated Code of Maryland, and COMAR 10.42.01—10.42.10;**
- (7) Within a reasonable period of time before termination of supervision, provide the supervisee and employer with a notice of termination to avoid or minimize any harmful effect on the supervisee's clients or patients;
- (8) At the time of license renewal, demonstrate to the Board completion of 3 of the required Category I or Category II continuing education units in a content area focusing on supervision training as stipulated in Regulation .04A(2)(c) of this chapter;
- (9) Establish a written contract, on the form provided by the Board, for advanced licensure or independent practice, initiated before beginning supervision;
- (10) Provide for emergency supervision and direction to a supervisee by a Board-approved supervisor;
- (11) Complete the supervision verification form;
- (12) Provide a written evaluation of the supervisee's progress to the supervisee every 6 months;
- (13) Provide a copy of the documentation required by Regulation .04 of this chapter: (a) On request by the supervisee; and (b) On request, by the Board or its authorized agent; and
- (14) Comply with a Board audit of a supervisor's compliance with regard to the supervision requirements and supervisory responsibilities.

.08 Responsibilities of a Supervisee. (ref. <http://www.dsd.state.md.us/comar/comarhtml/10/10.42.08.08.htm>)

A. A supervisee shall:

- (1) Receive social work supervision for social work practice as set forth in Health Occupations Article, §19- 101, Annotated Code of Maryland;
- (2) Receive a minimum of 3 hours of face-to-face supervision per month or 1 hour of face-to-face supervision for every 40 hours worked;
- (3) Prepare for supervision using case materials related to the supervisee's social work practice;
- (4) Maintain documentation, for at least 5 years, of the supervisory sessions, including the dates, duration, and focus of the supervisory sessions;
- (5) Establish a written contract, on a form provided by the Board, for advanced licensure or independent practice, initiated before beginning supervision; and
- (6) Attend and participate in supervision as agreed upon in the written contract for advanced licensure or independent practice.

B. A supervisee may contract for supervision outside of the employment setting as approved by the agency administrator.

**Questions related to supervision can be directed to the Director of Certification & Licensing by email
Gloria.hammel@maryland.gov**

(cont.) Please Keep the Following Pages for Future Reference

REGARDING THE CEU REQUIREMENT FOR ETHICS & SUPERVISION (REPRINTED FROM 2018 SUMMER & FROM 2022 WINTER NEWSLETTERS)

- 1) A supervision course may include ethics as part of the overall training. However, your certificate should document the number of CEUs earned for supervision only. One may **NOT** earn both supervision and ethics CEUs for the same training.
Ex: One training course held on Supervision and Ethics
- 2) The certificate you receive after completing an ethics or supervision training should specify the learning activity on the certificate.
Ex: 3 CEUs earned in Ethics (Category I or II) **OR**
3 CEUs earned in Supervision (Category I or II)
- 3) If a conference is held with multiple workshops on various topics and you attend a workshop with the entire focus on ethics, will this workshop count towards the ethics CE requirement?
Yes, as long as you attended this workshop and the authorized sponsor designates it on the certificate. Ex: 3 Category I CEUs earned in Ethics

WHEN MAILING REQUIRED DOCUMENTATION FOR LICENSE APPLICATIONS:

The Board office recommends that you:

- 1) Keep a copy of any and all documentation you MAIL to the Board
- 2) Send it by registered mail

LICENSING UNIT

Director	Gloria Jean Hammel	Gloria.hammel@maryland.gov
SW Supervisor	Vacant	
Staff Social Worker	Njeri N Clay	njeri.clay@maryland.gov
Licensing Coordinator	Barbara Smith-Hamilton	bsmith-hamilton@maryland.gov
Licensing Coordinator	Louise Bohle	louise.bohle@maryland.gov
Licensing Coordinator	Vacant	

Please email licensing staff so you have a record of your inquiry and the response

OFFICIAL TRANSCRIPTS

Can be sent electronically from the school to louise.bohle@maryland.gov

An official transcript must document the date the BSW or MSW degree was conferred from a program accredited by the Council on Social Work Education www.cswe.org

(cont.) Please Keep the Following Pages for Future Reference

REMINDER – VERIFICATION OF A LICENSE

All social work Boards were informed of the following:

The Board does not generate Letters of Good Standing, paper verifications of licenses nor does it complete the form provided by other SW Boards. Please share the following information with appropriate staff. Please use the following link to verify a license of a Maryland social worker: <https://mdbnc.health.maryland.gov/bsweVerification/Default.aspx>

Effective July 1, 2018, the **PRIMARY AND SOLE SOURCE** to verify a Maryland social work license is by using the Board's website

A LICENSEE IS RESPONSIBLE FOR KNOWING THE STATUTE & REGULATIONS FOR SOCIAL WORK PRACTICE IN MARYLAND

Statute

Maryland Code

HEALTH OCCUPATIONS: TITLE 19.

Subtitle 1. Definitions; General Provisions

Subtitle 2. State Board of Social Work Examiners

Subtitle 3. Licensing

Subtitle 4. Prohibited Acts; Penalties

Subtitle 5. Short Title; Termination of Title

Regulation

Title 10: DHMH Subtitle 42, Board of Social Work Examiners

10.42.01: Regulations Governing Licensure

10.42.02: Social Work Practice

10.42.03: Code of Ethics

10.42.04: Rules of Procedure for Board Hearings

10.42.05: Fee Schedule

10.42.06: Continuing Education Requirements

10.42.07: Compelling Purpose Disclosure

10.42.08: Supervision Regulations

10.42.09: Disciplinary Sanctions and Monetary Penalties

10.42.10: Teletherapy

ETHICS and MORAL QUESTIONS

By Martin Schnuit, LCSW-C, Board Member

Another two years have passed, and it's time once again to renew my license. Let's see; do I have everything I need? All of my CEU's? Category I, Category II? Did I remember ethics?

What are ethics and what makes them so important? The word ethics comes from the Ancient Greek word "ethikos" which is derived from "ethos" meaning character or moral nature. (An Intermediate Greek-English Lexicon, 1889). The Encyclopedia of Philosophy describes ethics as a way of "systemizing, defending, and recommending concepts of right and wrong behavior." (Fieser, J., 1995). Ancient philosophers like Socrates and modern scholars such as Rushworth Kidder have contemplated this "science of ideal human character and moral duty."



But how do ethics and moral questions apply to the social work profession? Just about every field has their own set of rules and guidelines regarding ethical behavior. Many of the "helping professions", including social work borrowed and developed principles of ethical practice from the field of medicine. "Primum non Nocere" or first do no harm comes from the Greek physician Hippocrates (Kaplan, HI et al., 1994). This is a fundamental concept and applies to social workers and other professionals whose duty it is to help others. (When an individual comes to us for assistance, we may not always be able to help them, but we must guarantee that we will not knowingly harm them!)

The National Association of Social Workers (NASW) the largest organization of professional social workers in the world, offers a thorough and detailed code of ethics both on-line and in print. In NASW's Code of Ethics, "broad ethical principles are based on social work's core values of service, social justice, dignity and worth of the person, importance of human relationships, integrity, and competence." (NASW, 2021). Equally important are the ethical standards which concern social workers' ethical responsibilities.

Similarly, the Clinical Social Work Association (CSWA) expands on many of the ethical standards and principles in NASW's code with a "specific focus on clinical social work" practice. (CSWA, 2016). The core requirements of ethical practice are "non-maleficence (doing no harm to clients), beneficence (helping clients), and autonomy (enhancing the self-determination of clients)." (CSWA, 2016). Other key concepts mentioned are: professional competence, cultural competence, informed consent, practice management and termination, confidentiality, fee arrangements, research and scholarly activities, and public statements. (CSWA, 2016)

We all know that life is complicated and human beings are complex. It can be challenging to provide ethical treatment when we see individuals and families with a multitude of problems. At times, questions about the right course of action arise and we are faced with ethical dilemmas and possible violations. Some ethical infractions are blatant and "clear cut," such as: sexual relations with a client, insurance fraud and criminal behavior, like theft, assault or arson.

ETHICS and MORAL QUESTIONS

By Martin Schnuit, LCSW-C, Board Member

(Cont.)

But other situations can be more ambiguous. For instance: providing counseling/therapy to a minor without parental permission, releasing or withholding patient records, providing treatment in a specialty where you do not have expertise, making a recommendation regarding child custody, having someone emergency petitioned/involuntarily committed to a hospital and reporting/failing to report the suspected abuse of a child or vulnerable adult.



What should we do when faced with an ethical problem/dilemma?

Education: Maryland licensees should review the statutes and regulations governing social work practice. Specifically, Title 10 Maryland Department of Health, Subtitle 42 Board of Social Work Examiners, Chapter 03 Code of Ethics (10.42.03.01) can be found on-line at [Division of State Documents](#). In addition, the Board's Newsletters provide needed information impacting licensees.

As mentioned, professional organizations such as NASW and CSWA have codes of ethics that can be easily accessed on their respective web sites. There are also many useful and informative books, some that are included at the end of this article.

Consultation: Speak with your supervisor and/or a trusted colleague. In some cases, contacting an attorney, may be helpful and necessary. As always, make sure to clearly document the steps that you took and the persons you consulted with to arrive at your decision.

Prevention: Dr. Frederic G. Reamer of Rhode Island College recommends conducting an ethics audit as a way of preventing malpractice and licensing board complaints (Reamer, F. 2015). "An ethics audit provides practitioners and agencies with a framework for examining and critiquing the ways in which they address a wide range of ethical issues" (Reamer, F. 2015).

References=>



Association of Social Work Boards' Update on Social Work Compact

Draft development

Starting in October 2021, The Council of State Governments (CSG) convened representatives from the Association of Social Work Boards (ASWB), Clinical Social Work Association (CSWA), National Association of Social Workers (NASW) and other stakeholders in the profession to develop the first draft of an interstate compact for social work licensure. The project team has made substantial progress and expects to complete a first draft in the coming weeks.

Stakeholder review

In early July 2022, CSG, in partnership with ASWB, CSWA and NASW, will circulate the Compact draft online and by request and distribute a stakeholder review survey to gather comments and assessments. Additionally, CSG will host regular webinars and other public review sessions to provide information, review the draft and solicit feedback. This process is expected to occur throughout the summer and conclude in early fall 2022.

If you would like to participate, please email socialworkcompact@csg.org and check compacts.csg.org for additional details.

CSG will reconvene representatives from ASWB, CSWA and NASW throughout the stakeholder review phase to assess responses and make necessary edits to the draft.

The editing process will continue until stakeholder suggestions are thoroughly addressed.

Contributing stakeholders

Association of Social Work Boards (ASWB)
Clinical Social Work Association (CSWA)
National Association of Social Workers (NASW)
Arizona Board of Behavioral Health Examiners
Council on Social Work Education
Idaho Board of Social Work Examiners
Iowa Board of Social Work
Maryland Board of Social Work Examiners
National Institute of Mental Health
New Hampshire Office of Professional Licensing and Certification
New York Assembly
North Carolina Social Work Certification and Licensure Board
Oregon Board of Licensed Social Workers
South Carolina Board of Social Work Examiners
Tennessee Department of Health
Texas Behavioral Health Executive Council
Vermont Social Work Advisory Board
Virginia Boards of Counseling, Psychology and Social Work

Model legislation

The project team's goal is to complete the editing process in fall of 2022 to make the finalized model legislation available to states for their 2023 legislative sessions.

DID YOU
KNOW

Board Staff Announcement

Board Chair (Vacant)

Board Vice-Chair - Sondra G. Petty, LCSW-C

Board Secretary/Treasurer - Adrienne K. Ekas, PhD., LCSW-C , Education Representative

Implicit Bias Training Requirement

Senate Bill 5/ House Bill 28 Public Health - Implicit Bias Training and the Office of Minority Health and Health Disparities. Additional information on this requirement may be found on the Board's homepage at [Implicit Bias Training information](#).

Rules/Regulations

- (1) Two years ago, the Board temporarily reduced the licensing fees for the 2020 and 2021 renewal cycles. Please note that the 2022 license renewal fees will go back to the fees outlined in the C.O.M.A.R. 10.42.05 Fee Schedule.
- (2) An individual licensed as an LMSW must renew their LMSW UNLESS the LCSW-C licensed is issued prior to the expiration date of the LMSW license.
- (3) In addition, the Board does not generate Lettes of Good Standing, paper verifications of licenses nor does it complete the form provided by other SW Boards.

Per The Association of Social work Boards' website:

"The Association of Social Work Boards' Approved Continuing Education (ACE) program identifies and recognizes high-quality continuing education providers that can deliver quality programs in many topics, through in-person or distance learning settings." For more information, visit [ASWB's website](#)

Discipline

Public Orders (formal disciplinary actions) from 2005 – present may be viewed on the [Board's website](#): . The link is to the right under Public Orders/ Disciplinary Actions– view by Name or by License Number.

Sponsors

If you have a concern around an approved sponsor and/or the trainings or activities you have taken, please contact the approved sponsor directly. If you would like to speak with a staff member, please contact:

Stacie Rigby, Continuing Education Associate at stacie.rigby@maryland.gov

Post Renewal Continuing Education Audit

If one is chosen for the Post Renewal Continuing Education Audit, the licensee may want to consider sending a copy of the required documentation to the Association of Social Work Boards via certified mail. As you know, mail can get lost and without a receipt of your documentation being sent, one may not be in compliance.

Maryland Board of Social Work Examiners

4201 Patterson Avenue, Room 318, Baltimore, Maryland 21215

Phone: 410-764-4788 , Toll Free - 1-877-526-2541, TDD: 1-800-526-2541, Fax - 410-358-2469

mdh.socialwork@maryland.gov