

Spring 2008



Special points of interest:

- **Online License Renewals**
- **Ethics and Supervision**
- **Board Memberships**
- **COMAR 10.42.08 Supervision**

Inside this issue:

Sanctioned Licensees	2
Meet the New Board Members	2
Ethics and Supervision	3
Board Members and their Terms	4
Board Memberships	4
Online License Renewals	6
COMAR 10.42.08 Supervision	7
Maryland Professional Volunteer Corps	7

Bulletin of BSWE



Yvonne M. Perret, LCSW-C
Board Chair

As the now former chair of the Board of Social Work Examiners, I urge all licensees to welcome Cherie Cannon, who has taken over as Chair of the Board in April. In addition, we are very pleased that Dan Bucino has agreed to serve as Vice-Chair and Trinita Robinson has agreed to be Secretary-Treasurer. I know the Board, our licensed community, and the public will be very well served by our new officers.

In leaving the role as Chair, I look back on what we accomplished over the past two plus years and what we still need to do. I shall continue to serve on the Board and hope I can make a contribution.

During my time as Chair, the Board and staff have:

- Made possible the renewal of licenses electronically, an effort that has been very well received;
- Rewritten the supervision regulations and re-drafted the continuing education regulations, currently being reviewed by key stakeholders before they are finalized and released for public comment;
- Established a continuing education committee on the Board;
- Re-organized the Board structure to reduce the number of committees and to elect a Vice-Chair, with the plan that the person filling this slot will become the chair for the next election cycle;

Attention

To practice social work in Maryland, you must be licensed by the Maryland Board of Social Work Examiners. Also, you *must be licensed as a LGSW* to begin to accumulate the hours necessary to qualify for advanced licensure (LCSW & LCSW-C). Hours gained prior to LGSW status will **NOT** be accepted.

- Established a committee to work on reviewing and potentially revising our Board's statute. This will be ongoing work that we hope will be finished in time for the next legislative session in the event that the Board chooses to propose statutory changes;
- Had full membership in the Board for the first time since most of us can remember!
- Begun to make the Board's current records electronic and to archive records electronically;
- Had the Board's website acknowledged by the Association of Social Work Boards for its excellence.

Lastly, all the Board members have done a thoughtful and effective job in dealing with the complaints that the Board receives and responding with care and respect.

Serving on the Board has taught me how difficult this work can be. Often, we are faced with Solomon-like decisions that we hope we make fairly and carefully. I have learned much over my time on the Board thus far and expect I will continue to learn for the remaining time that I serve as a member.

I want to thank Jim Merrow, our executive director, for his leadership and for all the staff's hard work to move the Board's effort forward. Lastly, thank you to Cherie, Dan, and Trinita for accepting their new roles. I know we all will be well served by them.

Anyone interested in verifying the licensing status of a social worker should check out the Board of Social Work Examiner's website at <http://www.dhmf.state.md.us/bswe/> or contact the Board office at 410-764-4788.

MEET BOARD MEMBERS



**Stephanie B. Sharpe, LGSW
Secretary/ Treasurer**

**Please note that the Board makes every effort to ensure the accuracy of this list; however, the occasional typographical error may occur. Please contact the Board office with any questions or for clarification.*



Yvonne Bryant, LCSW-C

Updated Sanctions: Current through April 30 2008 *

NAME	STATUS
Helanie Benesh, LCSW-C - 00790 Case # 1046	Reprimanded and Fined 05/11/2007
Beth Louise Britton, LSWA - A04906 Case # 1190	Reprimanded and Fined 12/07/2007
Bryson Couvillon, LCSW, 02427 Case # 1103	Reprimanded and Fined 05/11/2007
Diane Dowling, LCSW, 07628 Case # 1096	Reprimanded and Fined 07/17/2007
Sidney- Anne Ford, LCSW-C - 07356 Case # 1100	Reprimanded and Fined 05/11/2007
Lisa Sharlene Miller, LSWA - A04889 Case # 990	License Revoked 06/08/2007
Rhonda Yvette Parker, LSWA, A01772 Case # 1195	Reprimanded and Fined 12/07/2007
Anita Parr, LCSW-C, 05279 Case# 362	Termination of Probation -Licensed reinstated without restrictions 05/11/2007
Toya Jackson Pierce, LCSW-C - 13450 Case # 1140	Reprimanded and Fined 01/17/2007
Patricia Rose Case # 1129	Cease and Desist from unlicensed Social work practice 07/06/2007
Lisa Schlesinger, LCSW-C -08601 Case # 1093	Reprimanded and Fined 07/17/2007
Marian Sinclair, LCSW-C - 07149 Case # 1209	Reprimanded and Fined 12/07/2007
Crystal Taylor, LCSW-C - 09313 Case # 1092	Reprimanded and Fined 07/17/2007
Tamberlee Williams, LGSW- G07472 Case # 1061	Reprimanded and placed on Probation with conditions for 1 year 10/12/2007

Meet the New Board Members

Judy M. Levy

Judy has a B.A. degree from Oxford, Ohio, a MSW and a M.A. from University of Maryland. She has been a licensed social worker since 1977. With her excellent credentials, numerous publications, and both clinical and teaching experience, Judy is well suited to assist the Board in its mission to protect the public and set standards of practice. Currently Judy is Director of Social Work and Chair of the Ethics Committee at the Kennedy Krieger Institute. Judy resides in Baltimore County.

Thomas P. Smith

Tom is fairly new to the profession. He is a 2005 graduate from Salisbury University and has been a licensed social worker since January 2006. While getting his degree, Tom held many jobs from football coach to repair man. He also did volunteer work at the Kid's Café in Salisbury and Anchorage Nursing Home. Currently Tom is employed by KidsPeace National Centers and lives with his wife in Anne Arundel County.

Ethics and Supervision *by Dan Buccino LCSW-C, BCD*

Two scenarios appear before the Board (BSWE) very commonly that are worthy of further consideration. Both are of concern because they reflect the sense that few licensees are genuinely aware of the laws and regulations that govern our practice in the State of Maryland. As licensed professionals, we must rely on more than myth and tradition to guide us, especially since much of the “received wisdom” about these important issues is wrong. To avoid a great deal of distress for yourself or others, it is essential to be fully aware, first-hand, of the statutes and regulations that control our practice and not just rely on rumor and “word of mouth” regarding what is required.

The first area concerns “ethics” and the Code of Ethics to which Maryland social workers are bound. Very often, social workers cite the NASW Code of Ethics, or those from other professional associations, for guidance in some sort of ethical dilemma. The NASW Code of Ethics provides valuable perspective for the social work profession as a whole. However, relying on the NASW Code as a primary source for ethical guidance reveals a lack of awareness that, in the State of Mary-

land, a specific Code of Ethics in our own social work regulations applies directly to our work. If there is ever a question or a complaint, this is the first Code of Ethics to which one should refer regarding the practice of social work in Maryland.

This is the web-link to our code of ethics:

www.dsd.state.md.us/comar/10/10.42.03.03.htm.

As you know, the BSWE has a very well-developed and informative website which can address many questions. And for your convenience, here is a reproduction of the entire Code of Ethics that apply to social workers in the Code of Maryland Regulations:

A. The licensee shall:

- (1) Apprise the client of the risks, opportunities, and obligations associated with services available to the client;*
- (2) Make the fee for service clear, maintain adequate financial records, and confirm arrangements for financial reimbursement with the client;*
- (3) Notify the client promptly and seek the transfer, referral, or continuation of service in relation to the client's need or preference if the licensee anticipates the termination or interruption of service to the client;*
- (4) Obtain voluntary and informed consent from a client for participation in research, without direct or implied depriva-*

- tion or penalty for refusal to participate;*
- (5) Maintain documentation in the client's record which: (a) Is legible; (b) Accurately reflects the services provided, including treatment plans, treatment goals, and progress notes; (c) Indicates the time and date the services were provided; (d) Protects the client's privacy by including only information directly relevant to the delivery of services; (e) Is sufficient and timely to facilitate the delivery and continuity of services to be delivered in the future; and (f) Is reasonably accessible for the period required by law, after termination of services;*
- (6) Inform the Board of unethical conduct by a licensed social worker; and*
- (7) Inform the Board about an individual who is not licensed by the Board but who represents that the individual is a social worker and is practicing, attempting to practice, or offering to practice social work.*

B. In the capacity of or identity as a licensed social worker, 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, including but not limited to in-person, telephone, or direct mail solicitation;*
- (5) Practice, condone, facilitate, or collaborate with discrimination on the basis of race, color, sex, sexual orientation, age, religion, national origin, marital status, political belief, mental or physical handi-*

(Continued on page 5)



Dan Buccino, LCSW-C, BCD

If you are renewing in October 2008, you will need 40 credit hours to renew the license.



Cherie Cannon, LCSW-C

Membership
requirements for the
Maryland Board of
Social Work
Examiners.

Board Members and their Terms

Yvonne M. Perret, LCSW-C
Board Chair
07/01/2007- 06/30/2011

Cherie Cannon, LCSW-C
Board Member
07/01/2007- 06/30/2010

Thomas Smith, LSWA
Board Member
07/01/2006- 06/30/2010

Stephanie B. Sharpe, LGSW
Board Member (Secretary/Treasurer)
03/22/2002- 06/30/2008

Judy Levy, LCSW-C
Board Member
07/01/2007 - 06/30/2011

Loretta Wall, LCSW-C
Board Member
07/01/2007- 06/30/2011

Daniel L. Buccino, LCSW-C, BCD
Board Member
07/01/2005- 06/30/2008

Philip Newsom, LCSW-C
Board Member
7/1/2005 - 6/30/2009

Yvonne Bryant, LCSW-C
Board Member
07/01/2005- 06/30/2009

Trinita Robinson
Board Member (Consumer)
07/01/2005 - 06/30/2009

Board Memberships

To become a member of the Maryland Board of Social Work Examiners:
Requirements:

- Must be a resident of the State of Maryland
- Must be licensed in the State of Maryland

Except for the Licensed Social Worker Associate (LSWA) or Licensed Graduate Social Worker (LGSW), an applicant must have been licensed in the State for five years immediately preceding the appointment and actively employed in the field of social work for at least three of the five years immediately preceding the appointment. Applicants may be licensed at any level for these positions (LSWA, LGSW, LCSW, LCSW-C).

If interested please contact :

Anna Lieberman at the Dept of Health and Mental Hygiene,
Office of Appointments and Executive Nominations,
Room 519A, 201 W. Preston Street,
Baltimore, MD 21201
Telephone:410-767-4049, Fax 410-333-7687,

Meet the New Board members (continued)

(Continued from page 2)

Loretta Wall

Loretta has a B.A. degree from West Virginia State College, a M.S.W. from the University of Maryland and has done post graduate work at Johns Hopkins and University of Maryland. She has been a licensed social worker since 1977. Loretta brings a vast array of experience to the Board. Some of her experience includes working with Baltimore City schools, the Health and Welfare Council of Metro Baltimore, the University of Maryland Medical System, and the Howard university Hospital just to name a few. Currently she is working for the Johns Hopkins Hospital Children's Center. Loretta resides in Howard County.



Judy Levy, LCSW-C

Ethics and Supervision (continued)

(Continued from page 3)

cap, or other preference or personal characteristic, condition, or status with an individual or group of individuals; (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.

C. The licensee may not enter into a nonprofessional, social, or dual relationship with a client, or an individual with whom the client has a close personal relationship.

As you will see, this code provides guidance about a minimal standard of documentation and an obligation to report the unethical conduct of other social workers, as well as to report individuals who are misrepresenting themselves as social workers.

Also, what is reproduced above is the basic information in our Code of Ethics. Other sections address physical contact or non-traditional approaches with clients (<http://www.dsd.state.md.us/comar/10/10.42.03.05.htm>) and sexual contact with clients (<http://www.dsd.state.md.us/comar/10/10.42.03.04.htm>). It is very clear that any sort of sexual relation between social workers and current or former clients is strictly prohibited. NASW's Code of Ethics appears to allow for relations with former clients if there is

no evidence of coercion or exploitation, but this is not the case in Maryland's regulation. Not following the code that governs our practice, i.e., the Code of Ethics in regulations, may cause grave consequences for a social work practitioner.

Social workers are well-advised to become familiar with our Code of Ethics for practice in the State of Maryland. Being familiar with our own code and the obligations and prohibitions that pertain may prevent you, a colleague or supervisee from engaging in unethical, inappropriate or unlawful conduct.

The requirement for biannual ethics credits when renewing one's social work license is meant to reinforce awareness of our own statutory and regulatory obligations, not to be an irrelevant chore, entirely disconnected from practice.

The second scenario of concern that often appears before the Board involves supervisory issues. Many have said that the recently revised supervision regulations (<http://www.dhmf.state.md.us/bswe/Adobe/SupervisionForms/SupervisionRegs10.42.08.pdf>) are "new." In fact, they are simply revisions of regulations that were changed back in 2004. It is imperative that all licensees at all levels review these regulations. Those who are supervisors are required to be fully conversant with these requirements to be able to guide supervisees appropriately.

Some elements of the regulations that are worthy of reinforcement include the

requirement that both supervisor and supervisee maintain documentation of the supervisory sessions and that supervision occur at least three times per month face-to-face.

Also, the revised regulations reiterate that all social work supervisors must be "qualified," in that they must meet the required educational, experiential and licensure requirements. Those supervisors who also will be supervising others for advanced licensure must not only be qualified, but they must also apply to become Board approved and registered supervisors as well. The Board maintains a roster (<https://mdbnc.dhmf.md.gov/bsweverification/supervisionzip.aspx>) of those approved supervisors in case someone is looking for a fully qualified, approved and registered supervisor.

Just as the rules of the road change periodically and we are obliged to be mindful of those if we want to keep driving, so too do the rules of social work practice in Maryland evolve. The Board's website remains an excellent resource to find most of this information.



Philip Newsom, LCSW-C

Social workers are well-advised to become familiar with our Code of Ethics for practice in the State of Maryland.



Trinita Robinson
Consumer Member



Thomas Smith, LSWA

*“You may only
renew on-line
between
August 15, 2008
and
October 31, 2008*



Loretta Wall, LCSW-C

Online License Renewals

The Maryland Board of Social Work Examiners will be in its second year of Online Renewal system in the fall of 2008. Therefore, the social workers who will be eligible to renew in 2008 will receive an instruction letter from the Board in July/August. You will then be able to go to the Board’s website, at www.dhmh.state.md.us/bswe/ and log on to Renew Online.

IMPORTANT NOTICE

**Please be advised that the instruction letter will be your only renewal notice.
You may only renew on-line between August 15, 2008 and October 31, 2008.**

Before you begin, you will need the following:

1. Your Maryland Board of Social Work Examiners license number and Social Security number.
2. Your Maryland Board of Social Work Examiners CEU records to be listed for submission.
3. Internet access.
4. Your Visa or MasterCard. Your checkbook or money order, if mailing in payment.
5. A printer, to print a copy of your application and Invoice or Receipt.

To Renew Online:

1. Go to the Board’s website at www.dhmh.state.md.us/bswe/ and click **ONLINE RENEWAL**, then select License Level.
2. Read the instructions and click **LOGIN** to proceed to the Logon Screen.
3. Enter your Logon ID (Your Board of Social Work Examiners License Number -5 digits– without the A or G prefix for the Associate and Graduate levels)
4. Enter your password (The last four digits of your Social Security Number)
5. Fill in the information as requested; note that some areas may already be completed.
6. Preview your application and then click **AFFIRM AND MAKE PAYMENT**. Note that once submitted the application cannot be changed. Print and maintain a copy of your application.
7. Prior to selecting a method of payment, you must certify that all information in the application is accurate and correct.

Payment Methods:

1. Select Visa or MasterCard credit card payment. Only click once to confirm payment. Applications will be processed within 1-2 business days. This system does not accept American Express or Discover.

OR

2. Select **PAYMENT BY MAIL** to mail in your check or money order to the Maryland Board of Social Work Examiners address, Attn. Licensing Unit. Your license will not be processed until payment is received. The Board must receive payment on or before October 31st.

If you are unable to complete your application online for any reason, please download and print the renewal form from the Board’s website at www.dhmh.state.md.us/bswe/.

QUESTIONS AND ANSWERS

What paperwork will I send in?

When you renew online, no paperwork is required. You will attest electronically that you have completed your continuing education (CEU) requirement.

What if I do not have access to the internet?

In July/August, you will receive an instruction letter regarding the renewal process. The instructions on how to request a paper renewal application will be in the letter.

Will there be an audit?

Yes. After the renewal is over, the Board will conduct an audit of CEU. Those randomly selected for audit will be required to submit certificates of completion of CE, along with brochures, agendas or outlines.

Is it secure?

Yes. The Board’s website uses the same security as your banking institution.

COMAR 10.42.08.02B Terms Defined

- (6) Supervision Training.
 - (a) "Supervision training" means a course or program designed to provide information regarding the supervision process utilized by social workers in a variety of settings.
 - (b) "Supervision training" content areas may include, but are not limited to:
 - (i) The role and responsibilities of the social work supervisor;
 - (ii) The needs of the supervisee, supervisor, and the agency setting while maintaining a clear ethical perspective;
 - (iii) The role of the social work supervisor as gatekeeper to the profession;
 - (iv) Methods for building effective and appropriate relationships with clients;
 - (v) Methods for group supervision; and
 - (vi) Models and modalities for practice intervention.
 - (c) "Supervision training" may be obtained in:
 - (i) Category I; or
 - (ii) Category II.

COMAR 10.42.08.04A Qualifications (2) Education

- (2) Education.
 - (a) Social workers licensed by the Maryland Board of Social Work shall have:
 - (i) One social work graduate course in supervision from a master's degree program accredited by the Council on Social Work Education;
 - (ii) 12 hours of agency-sponsored supervision training; or
 - (iii) 12 credit hours of continuing education in social work supervision by a Board-authorized sponsor.

One of the three social work supervision training requirements is "12 credit hours of continuing education in supervision by a Board - authorized sponsor."

A social worker may want to check with the following organizations to determine if it is offering a continuing education program in social work supervision:

The Association of Social Work Boards, www.aswb.org and The National Association of Social Workers, www.socialworkers.org has a listing of approved CE programs. Local chapters of NASW may be offering programs. University of Maryland - School of Social Work - Continuing Professional Education, www.ssw.umaryland.edu/cpe, may be offering programs in supervision training.

There is no time limit regarding when the social work supervision course or program was completed. At this time the training requirement is a one-time requirement.

**Maryland Professional Volunteer Corps (MPVC)
State Medical Reserve Corps Unit**

National Volunteer Week is April 27 thru May 3, 2008. The Office of Preparedness and Response are grateful that you are a member of the MPVC. We appreciate your willingness to respond in time of need if an emergency arises or a disaster strikes, supporting a "Prepared Maryland."

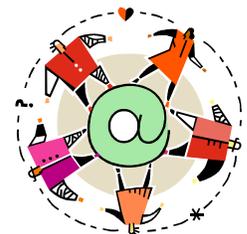
COMING SOON, The Johns Hopkins Center for Public Health Preparedness is sponsoring a one day workshop entitled RAPID Psychological First Aid in disaster response: speaker George S. Everly, Jr. PhD. This workshop will be open to all MPVC members but seating will be limited. It is scheduled for June 4, 2008 from 9:00 a.m. until 4:00 p.m., venue tbd. Registration information will be distributed this month.

SURVEY MONKEY ALERT! Please look for the Volunteer Deployment Survey that will distributed via e-mail this month. The survey will only take a few minutes of your time to complete. Your responses will assist the state in determining availability of MPVC volunteers to respond to community, state, regional and national emergencies.

Interested in becoming a MPVC, look on your board's website for an application to apply and the rest is easy. Please contact Chris Plummer for questions you may have cplummer@dhmh.state.md.us



"By law, licensees are required to notify the Board in writing of changes in address within 60 days."



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