

IN THE MATTER OF

DIANA BEAL, LBSW

RESPONDENT

License Number: A02990

* BEFORE THE MARYLAND

* STATE BOARD OF

* SOCIAL WORK EXAMINERS

* Case Number: 2021-3023

* * * * *

FINAL CONSENT ORDER

The Maryland Board of Social Work Examiners (the “Board”) charged **DIANA BEAL**, Licensed Bachelors Social Worker-Clinical (**LBSW**), (the “Respondent”), **License Number A02990**, with violating various provisions of the Maryland Social Workers Act (the “Act”), codified at Md. Code Ann., Health Occ. §§ 19-101 *et seq.* (2021 Repl. Vol. and 2023 Supp.).

The pertinent provisions of the Act provide the following:

§ 19-311. Grounds for license denials, discipline

Subject to the hearing provisions of § 19-312 of this subtitle, the Board may deny a license to any applicant, fine a licensee, reprimand any licensee, place any licensee on probation, or suspend or revoke a license if the applicant or licensee:

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- (1) Obtained or attempted to obtain a license for the applicant or licensee or for another through fraud, deceit, or misrepresentation;
 - (6) Violates any provision of this title or regulations governing the practice of social work adopted and published by the Board;

Pursuant to § 19-311. (6), the Board further charged the Respondent pursuant to the following provisions of the Act and Code of Maryland Regulations (“COMAR”), specifically:

§ 19-308 Term and renewal of license...

....
(d) Application for renewal – Before the license expires, the licensee periodically may renew it for an additional 2-year term, if the licensee;

....
(3) Submits to the Board:

....
(ii) Satisfactory evidence of compliance with any continuing education requirement set under this section for license renewal[.]

COMAR 10.42.06.03 Continuing Education Requirements

A. The Board shall renew a license for an additional 2-year period if the social worker:

(1) Completes 40 (30 for Licensed Bachelor Social Workers) continuing education units within the renewal period, of which a minimum of:

(a) 20 (15 for Licensed Bachelor Social Workers) continuing education units shall be obtained from approved programs which are Category I.

(b) 3 of the required Category I¹ or Category II² continuing education units shall have a content area focusing on ethics and professional conduct, including boundary issues, or pertaining to the standards of practice and laws governing the

¹ Pursuant to COMAR 10.42.06.02.B(4), “Category I” means activities that are formally organized face-to-face learning experiences provided by Board-approved sponsors.

² Pursuant to COMAR 10.42.06.02.B(5), “Category II” means activities that are independent, less structured learning experiences.

profession of social work in Maryland;

- (c) For registered and Board-approved supervisors, 3 of the required Category I or Category II continuing education units shall have a content area focusing on supervision as stipulated in COMAR 10.42.08.04A(2)(c);
- (2) Submits an application as set forth in COMAR 10.42.01 attesting to completion of the required continuing education units in approved programs; and
- (3) Completes the required continuing education units within a 2-year period as set forth in §B of this regulation.

**COMAR 10.42.06.06 Reporting, Documenting, and Auditing
Compliance with Continuing Education Requirements**

- A. A social worker who has completed the continuing education requirements shall attest to that on a form supplied by the Board as part of the application for license renewal, reinstatement, or reactivation.
- B. The Board shall audit a percentage of social workers, to be selected by the Board, for each renewal period.
- C. On request by the Board, a social worker shall provide full documentation of the continuing education units completed in accordance with the requirements of §D of this regulation
- D. Documentation. A social worker shall provide to the Board:
 - (1) An official transcript for continuing education units earned in a course taken for credit;
 - (2) A certificate of completion for approved programs;
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- F. Responsibility for Conducting the Audits.

- (1) The Board staff or the Board's designee shall:
 - (a) Review and evaluate the documentation submitted for the purpose of the audits;
 - (c) Report the findings to the Board[.]

On February 10, 2025, the parties appeared at a Case Resolution Conference ("CRC") before a committee of the Board. The Respondent, pro se, and the Administrative Prosecutor assigned to the case participated in the CRC. As a result of the negotiations at the CRC the parties agreed to the following Consent Order consisting of Findings of Fact, Conclusions of Law, and Order.

FINDINGS OF FACT

The Board finds that:

1. At all times relevant, the Respondent was licensed to practice as a social worker in the State of Maryland. The Respondent was initially licensed to practice as a licensed bachelor social worker ("LBSW") in Maryland on April 15, 1989, license number A02990. The Respondent's LBSW is currently non-renewed, having expired on October 31, 2022.

Background

2. The Respondent submitted an on-line Application for 2020 Renewal of LBSW-Bachelor ("Application") dated June 28, 2021. The Respondent signed the Application electronically and checked the following on the Application:

I affirm that the information I have given in answer to these questions is true and correct to the best of my knowledge and belief.

3. In response to a CEU audit conducted by the Board, the Respondent submitted to the Board on or about On June 21, 2021, a *Certificate of Participation* (the “Certificate”) that indicated she attended a course titled, “In Consideration of Caregiver Mental Health with children birth to age 5” (the “Course”) on June 1, 2021 and June 2, 2021 for 6.00 contact hours that awarded her 4 Category I CEUs. The Certificate had the name of a project director (the “Project Director”)³ of a local health department (the “Department”) at the top and the name of two presenters/trainers from a Maryland university (the “University”) at the bottom.

4. Upon review of the Certificate, Board Staff had concerns over its authenticity and contacted the Respondent, the Department, and the University to verify the Certificate. According to a Board Staff Member, when she contacted the University, the Assistant Director of Events told her that the Course was not approved for CEUs, the University did not provide continuing education credits for the Course, and they did not issue the suspect Certificate to the Respondent.

5. In response to Board Staff Member’s inquiries to the Department regarding the Certificate, the Department Director of System Development and Quality Improvement (“Dept. Director”) sent an email to the Board on June 21, 2021, that include the following:

³ For purposes of ensuring confidentiality, proper names have been omitted and replaced with generic placeholders. Upon written request, the Administrative Prosecutor will provide the information to the Respondent.

Thank you for bringing this to our attention. We DID NOT create this for this participant. In fact, we are not even the sponsors of the training. It was done through [University]. Diana must have created this document herself...I can provide email correspondence showing where [Project Director] explained to Diana that she would have to go to the [University] site to get her certificate...

Complaint

6. On or about August 19, 2021, the Board received a complaint (the "Complaint") regarding the Respondent's practice as a social worker from the Dept. Director. According to the Complaint, the Respondent fabricated a certificate of completion for the Course which contained the Department's contact information and a "copy and pasted" signature of the Project Director.

7. On November 16, 2021, the Board Investigator interviewed the project director (the "Project Director") of the Department, who testified under oath to the following:

- a. She oversees a grant-funded program for early childhood care (the "Program") in the Department and knows the Respondent as one of the providers in the Program.
- b. On June 10, 2021, the Respondent emailed her and requested a document from her (the Project Director) to use for the Respondent's CEUs for the "Consideration for Caregiver, Mental Health, When Working with Children Zero to Five Years" course.
- c. She emailed the Respondent back and told her that the Course can be used for Category II CEUs, but not for Category I.
- d. The Respondent then inquired about whether she should contact the course instructors. In response, the Project Director sent the Respondent an email on June 11, 2021 indicating that the Respondent could log onto the University's course website to access her transcript and obtain a certificate for the Course.

- e. The Respondent told her she did not receive the June 11, 2021 email and never responded when the Project Director called the Respondent to follow up.
- f. On June 21, 2021, a Board Staff member contacted her and asked her to verify an incomplete CEU Certificate submitted to the Board by the Respondent. The CEU Certificate had the Project Director's name, the two Course trainers' names, and the University's name the document. Neither she, nor the trainers had prepared the CEU Certificate, and it was not something the Department would have prepared.
- g. The Respondent did attend the Course, but she doesn't know why the Respondent prepared her own certificate when she could have easily accessed it on the University's website.

8. The Respondent provided a written statement to the Board dated October 26,

2021 which included the following statements:

....
On 6/2/21 I attended an excellent six-hour course entitled [the Course]...It was in early June that I received notice that the Board...required documentation of continuing education units (CEU's) [sic] as per an audit of my LBSW license.

...I requested a certificate for the above-stated course on several occasions...I sent [Project Director] and [sic] an email requesting a one-time request to create a document for audit documentation. I did not hear back but saw a blank Certificate of Completion, much like the ones we used [at the "Center"] in previous years. I did not hear back from [Project Director] but moved forward in an effort to expedite [sic] the Board of Social Work request because it was due in a few days. I do not recall cutting and pasting a signature but it does look like that is what was done. I did fill in the information I had about the class I took earlier that month. When I checked with [Project Director], she had not received any messages from me concerning the blank document. It is then that I realized I stepped outside [Department's] boundaries [sic]...

9. In an interview with the Board Investigator on November 19, 2021, the Respondent stated the following under oath:

- a. She did complete the Course, but she should have not "completed the

document.”

- b. She recognized that she was not given permission to fill out a form to submit for continuing education credit.
- c. “It was a thoughtless act in an effort to get documentation expedited to meet a timeline.”

CONCLUSIONS OF LAW

Based on the foregoing Findings of Fact, the Board concludes as a matter of law that the Respondent violated:

Health Occ. § 19-311. Grounds for license denials, discipline

Subject to the hearing provisions of § 19-312 of this subtitle, the Board may deny a license to any applicant, fine a licensee, reprimand any licensee, place any licensee on probation, or suspend or revoke a license if the applicant or licensee:

- (1) Obtained or attempted to obtain a license for the applicant or licensee or for another through fraud, deceit, or misrepresentation;
- (6) Violates any provision of this title or regulations governing the practice of social work adopted and published by the Board;

Pursuant to Health Occ. § 19-311 (6), shown above, the Board also bases its action on the following provisions of the Act and Code of Maryland Regulations (“COMAR”), specifically:

§ 19-308 Term and renewal of license...

-
(d) Application for renewal – Before the license expires, the licensee periodically may renew it for an additional 2-year term, if the licensee;

-
(3) Submits to the Board:

....

- (ii) Satisfactory evidence of compliance with any continuing education requirement set under this section for license renewal[.]

COMAR 10.42.06.03 Continuing Education Requirements

B. The Board shall renew a license for an additional 2-year period if the social worker:

- (4) Completes 40 (30 for Licensed Bachelor Social Workers) continuing education units within the renewal period, of which a minimum of:
 - (d) 20 (15 for Licensed Bachelor Social Workers) continuing education units shall be obtained from approved programs which are Category I.
 - (e) 3 of the required Category I⁴ or Category II⁵ continuing education units shall have a content area focusing on ethics and professional conduct, including boundary issues, or pertaining to the standards of practice and laws governing the profession of social work in Maryland;
 - (f) For registered and Board-approved supervisors, 3 of the required Category I or Category II continuing education units shall have a content area focusing on supervision as stipulated in COMAR 10.42.08.04A(2)(c);
- (5) Submits an application as set forth in COMAR 10.42.01 attesting to completion of the required continuing education units in approved programs; and
- (6) Completes the required continuing education units

⁴ Pursuant to COMAR 10.42.06.02.B(4), "Category I" means activities that are formally organized face-to-face learning experiences provided by Board-approved sponsors.

⁵ Pursuant to COMAR 10.42.06.02.B(5), "Category II" means activities that are independent, less structured learning experiences.

within a 2-year period as set forth in §B of this regulation.

COMAR 10.42.06.06 Reporting, Documenting, and Auditing Compliance with Continuing Educations Requirements

- E. A social worker who has completed the continuing education requirements shall attest to that on a form supplied by the Board as part of the application for license renewal, reinstatement, or reactivation.
- F. The Board shall audit a percentage of social workers, to be selected by the Board, for each renewal period.
- G. On request by the Board, a social worker shall provide full documentation of the continuing education units completed in accordance with the requirements of §D of this regulation
- H. Documentation. A social worker shall provide to the Board:
 - (1) An official transcript for continuing education units earned in a course taken for credit;
 - (2) A certificate of completion for approved programs;
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- F. Responsibility for Conducting the Audits.
 - (1) The Board staff or the Board's designee shall:
 - (b) Review and evaluate the documentation submitted for the purpose of the audits;
 - (c) Report the findings to the Board[.]

ORDER

Based on the foregoing Findings of Fact and Conclusions of Law, it is this 14th day of March , 2025, by a majority of the quorum of the Board considering this case hereby:

ORDERED that the Respondent's license is **REPRIMANDED**, and it is further

ORDERED that the Respondent shall pay a fine of \$600, payable within one year of the effective date of this Consent Order; and be it further

ORDERED that should the Respondent apply for reinstatement/renewal of her license, within the next ten years, she would have to complete the next audit cycle. Failure to comply with the audit would result in an automatic suspension of the Respondent's license until the next renewal cycle, at which time the Board would convene a Case Resolution Conference to determine what terms and conditions would be set for the Respondent's continued practice; and be it further

ORDERED that the Respondent shall not serve or continue to serve as: a Board authorized sponsor and/or trainer of social work continuing education learning activities, an ethics tutor, an evaluator for the Board, or a Board-approved supervisor for a period of **FIVE (5) years** from the effective date of this Consent Order; and it is further

ORDERED that the effective date of this Consent Order is the date that it is signed by the Board; and it is further

ORDERED that the Respondent shall be responsible for all costs incurred in fulfilling the terms and conditions of this Consent Order; and it is further

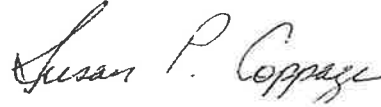
ORDERED that this Consent Order will be posted on the Board's website and reported to the National Practitioner Data Bank ("NPDB");

Diana Beal, LBSW
License Number A02990
Consent Order of Reprimand and Fine

ORDERED that this Consent Order is considered a **PUBLIC DOCUMENT** pursuant to Md. Code Ann., Gen. Prov. §§ 4-101 *et seq.* (2019 Repl. Vol. & 2024 Supp.) and is reportable to any entity to who the Board is obligated to report.⁶

March 14, 2025

Date



Susan Coppage, LCSW-C, Board Chair
State Board of Social Work Examiners

⁶ This includes the Board's public website and NPDB.

MAR 03 2025

Maryland Board of
Social Work Examiners

CONSENT

I, **Diana Beal, License No. A02990**, by affixing my signature hereto, acknowledge that:

1. I have a right to and have had an opportunity to consult with an attorney in this matter, before signing this document. I have knowingly and voluntarily agreed to enter into this Consent Order. By this Consent and for the purpose of resolving the issues raised by the Board, I agree and accept to be bound by the foregoing Consent Order and its conditions.
2. I am aware that I am entitled to a formal evidentiary hearing, pursuant to Md. Code Ann., Health Occ. § 19-312 (2021 Repl. Vol.) and Md. Code Ann., State Gov't, §§ 10-201 *et seq.* (2021 Repl. Vol.).
3. I acknowledge the validity and enforceability of this Consent Order as if entered into after the conclusion of a formal evidentiary hearing in which I would have the right to counsel, to confront witnesses, to give testimony, to call witnesses on my own behalf, and to all other substantive and procedural protections as provided by law. I am waiving those procedural and substantive protections.
4. I voluntarily enter into and agree to abide by the terms and conditions set forth herein as a resolution of the Charges against me. I waive any right to contest the Findings of Fact and Conclusions of Law, and I waive my right to a full evidentiary hearing, as set forth above, and any right to appeal this Consent Order or any adverse ruling of the Board that might have followed any such hearing.

5. I acknowledge that by failing to abide by the conditions set forth in this Consent Order, I may be subject to disciplinary actions, which may include revocation of my license to practice as a social worker.

6. I sign this Consent Order voluntarily, without reservation, and I fully understand and comprehend the language, meaning and terms of this Consent Order.

2/28/25
Date

Diana Beal
Diana Beal, LBSW

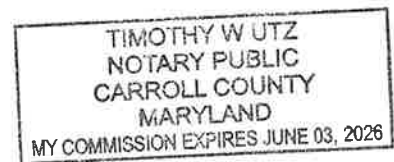
NOTARY

STATE OF Maryland

COUNTY OF Carroll

I HEREBY CERTIFY that on this 28th day of February, 2025, before me, a Notary Public of the State and County aforesaid, personally appeared **Diana Beal, LBSW, License Number: A02990**, and gave oath in due form of law that the foregoing Consent Order was her voluntary act and deed.

AS WITNESS, my hand and Notary Seal.



[Signature]
Notary Public

My Commission Expires: June 3, 2026