

Keshav P. Baggan, LCSW-C
License Number 20754

Gerard Farrell
Board Chair
Maryland State Board of Social Work Examiners
4201 Patterson Avenue
Baltimore, Maryland 21215

RE: Surrender of License to Practice as a
Licensed Certified Social Worker- Clinical
License Number: 20754
Case Number: 2019-2732

Dear Mr. Farrell and Members of the Board:

Please be advised that pursuant to Md. Code Ann., Health Occ. § 19-310 (2014 Repl. Vol. & 2020 Supp.) I have decided to **SURRENDER** my license to practice social work, in the State of Maryland, License Number 20754, effective upon the acceptance of this letter by the Board Chair. I understand that upon the Maryland State Board of Social Work Examiner's (the "Board's") acceptance of this letter of surrender, I may not represent to the public by title, description of services, methods, procedures, or otherwise that I am a social worker. Moreover, I understand that I may not practice social work, clinical or otherwise, as defined in the Maryland Social Workers Act (the "Act"), Md. Code Ann., Health Occ. §§ 19-101 *et seq.*

I understand that this Letter of Surrender is a **PUBLIC DOCUMENT**, and upon the Board's acceptance, becomes a **FINAL ORDER** of the Board. I also understand that the surrender of my license means that I am in the same position as an unlicensed individual.

My decision to surrender my license to practice social work in the State of Maryland was prompted by the Maryland State Board of Social Work Examiners (the "Board") and its subsequent issuance of *Charges Under the Maryland Social Workers Act* ("Charges") under the following provisions of the Act, Health Occ. § 19-311:

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:

- (9) Is disciplined by a licensing or disciplinary authority of any state, country, or branch of the armed services, or the Veterans' Administration for an act that would be grounds for disciplinary action under this section; *to wit*,

Health Occ. § 19-311:

- (4) Commits any act of gross negligence, incompetence, or misconduct in the practice of social work;
- (5) Engages in a course of conduct that is inconsistent with generally accepted professional standards in the practice of social work;
- (6) Violates any provision of this title or regulations governing the practice of social work adopted and published by the Board;
- (20) Fails to maintain adequate patient records[.]

The pertinent provisions of COMAR, the code of ethics, provide the following:

COMAR 10.42.03.03. Responsibilities to Clients.

A. The licensee shall:

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- (5) Maintain documentation in the client's record which:

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- (b) Accurately reflects the services provided, including treatment plans, treatment goals, and contact notes;

....

- (e) Is sufficient and timely to facilitate the delivery and continuity of future services.

COMAR 10.42.03.06. Standards of Practice.

A. Professional Competence. The licensee shall:

- (1) Limit practice to the areas in which the licensee has gained proficiency through education, training, and experience;
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- (7) Document and maintain appropriate records of professional service, supervision, and research work[.]

I acknowledge that the Board's investigation was based upon information the Board received from the U.S. Navy related to my practice as a social worker. While serving in the U.S. Navy on or about October 18, 2015, I began a 2-year post-master fellowship at a Maryland hospital. On or about February 23, 2017, the hospital terminated my fellowship and then I began a new duty assignment at a Naval Medical Center. The Navy's Quality Assurance Investigation report found that I was rated unsatisfactory in risk management, use of effective problem solving skills, appropriate treatment used and compliance with new national measures; and, that there were concerns regarding the timeliness of my diagnostic evaluations, case conceptualization and intervention, and risk assessment and management of patients expressing suicidal ideation. On February 14, 2018, the Commanding Officer issued a Notice of Proposed Denial of Clinical Privileges denying my clinical privileges as a licensed clinical social worker. On or about June 7, 2018, after a hearing panel was convened, the Chair of the Hearing Panel of the Naval Medical Center issued a Hearing Panel Report substantiating the allegation that I failed to meet the standards of clinical competency required for full credentialing and recommending that my clinical privileges be denied. The Findings in the Hearing Panel Report included the following:

- There was a pattern of concern from my direct supervisors about my lack of clinical proficiency, including the time during my fellowship.
- I admitted during the hearing to not having mental health experience in the military and did not get that training during my fellowship.

- I stated that I felt I wasn't ready to function independently as a LCSW-C.
- I testified at the hearing that I knew the scope of services that a Navy LCSW-C would need to have, but did not get that training at my fellowship.
- The Commander testified that the Navy Medical Center to which I was assigned was not constructed to have me on a prolonged and exhaustive FPPE¹ that would be required to remediate me in the areas I was not clinically proficient.

On June 26, 2018, the Commanding Officer issued a Final Decision in Clinical Adverse Action ("June 2018 Final Decision")² notifying me that my social work clinical privileges were denied based upon the Hearing Panel's recommendation in the Hearing Panel Report.

In my interview with the Board Investigator, I stated that I disagreed with the Performance Appraisal Report and the Quality Assurance Report upon which the Navy, in part, based its final decision.

As a result of the investigation, on March 4, 2021, the Board issued Charges Under the Maryland Social Workers Act in Board Case Number 2019-2732.

I have decided to surrender my license to practice social work in the State of Maryland to resolve this matter as I no longer wish to practice social work and am pursuing a career in a different field. . I acknowledge that if the Board were to proceed with an evidentiary hearing in this matter, the State would be able to prove by a preponderance of the evidence that I violated certain provisions of the Act, including Health Occ. § 19-311(9) (is disciplined by...branch of the armed services...for an act that would be grounds for disciplinary action under this section; *to wit*, Health Occ. § 19-311: (4) (commits any act of gross negligence, incompetence, or misconduct in the practice of social work); (5) (engages in a course of conduct that is inconsistent with generally accepted professional standards in the practice of social work); (6) (violates any provision

¹ FPPE is an acronym for Focused Professional Practice Evaluation, a process whereby the medical staff evaluates the privilege-specific competence of the practitioner that lacks documented evidence of competently performing the requested privilege(s) at the organization.

² I submitted an appeal of the Final Decision in Clinical Adverse Action on July 6, 2018. On or about September 28, 2019, the Vice Admiral, Medical Corps, United States Navy found no errors or abuse of discretion and approved the decision to deny my application for clinical privileges based on the substantiated finding that I failed to meet the standards of clinical competency. The Vice Admiral's decision constituted a final action in my case.

of this title or regulations governing the practice of social work adopted and published by the Board), and, (20) (fails to maintain adequate patient records) with underlying violations of COMAR 10.42.03.03.A (the licensee shall)... (5) (maintain documentation in the client's record which...(b) accurately reflects the services provided, including treatment plans, treatment goals, and contact notes); and, (e) (is sufficient and timely to facilitate the delivery and continuity of future services); and, COMAR 10.42.03.06.A (the licensee shall) (1) (limit practice to the areas in which the licensee has gained proficiency through education, training, and experience); and, (7) (document and maintain appropriate records of professional service, supervision, and research work). While I dispute these violations, I recognize that for all purposes relevant to licensure that these allegations of fact set forth above will be treated as proven and that these allegations support a conclusion that I violated the Act as detailed herein.

I have voluntarily, knowingly, and freely chosen to submit this Letter of Surrender. I understand that, by the execution of this Letter of Surrender, I am waiving the right to contest the Board's Charges in a formal evidentiary hearing at 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 provided by law, including the right to appeal.

I acknowledge that upon the execution of this Letter of Surrender, I shall surrender to the Board my Maryland social worker license, License Number 20754, including any wall certificate, renewal certificates, and wallet-sized renewal cards in my possession.

I understand that the Board will advise the Association of State Boards of Social Work, the National Practitioner Data Bank of this Letter of Surrender, any other required entities of this Letter of Surrender, and in response to any inquiry, that I have surrendered my license in lieu of disciplinary action under the Act as resolution of the matters pending against me. I also understand that in the event I would apply for licensure in any form in any other state or jurisdiction, that this Letter of Surrender, and all underlying documents, may be released or published by the Board to the same extent as a final order that would result from disciplinary action pursuant to Md. Code Ann., General Prov. §§ 4-101 *et seq.* (2014). Finally, I understand that this Letter of Surrender is considered a disciplinary action by the Board.

I recognize and agree that by submitting this Letter of Surrender, my license will remain surrendered unless and until the Board grants reinstatement of my license. I understand that if I apply for reinstatement of my Maryland license, the Board or its successor has absolute discretion in granting or denying my application for reinstatement with or without a hearing and with no right on my part for a judicial review of the Board's decision. I further understand that if I file a petition for reinstatement, I will

approach the Board or its successor in the same position as an individual who had previously surrendered or lost his or her property rights in his or her social work license.

I acknowledge that I may not rescind this Letter of Surrender in part or in its entirety for any reason whatsoever. I have been advised of my right to be represented by an attorney of my choice throughout proceedings before the Board, including the right to consult with an attorney prior to signing this Letter of Surrender. I understand both the nature of the Board's actions and this Letter of Surrender fully. I acknowledge that I understand and comprehend the language, meaning and terms and effect of this Letter of Surrender. I make this decision knowingly, voluntarily, and without duress.

Sincerely,

09 JUNE 2021

Date


Keshav P. Baggan

NOTARY PUBLIC

STATE/DISTRICT OF Colorado

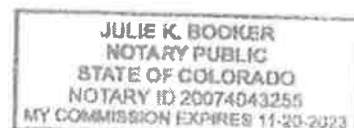
CITY/COUNTY OF Larimer

I HEREBY CERTIFY that on this 9th day of June, 2021, before me, a Notary Public of the State/District and City/County aforesaid, personally appeared **Keshav P. Baggan**, and declared and affirmed under the penalties of perjury that signing the foregoing Letter of Surrender was his voluntary act and deed.

AS WITNESS my hand and Notarial seal.


Notary Public

My Commission expires: 11/20/2023



ACCEPTANCE

On this 11th day of June, 2021, I, Gerard Farrell, Board Chair, on behalf of the Maryland State Board of Social Work Examiners, hereby accept **Keshav P. Baggan's PUBLIC SURRENDER** of his license to practice social work in the State of Maryland pursuant to Md. Code Ann., Health Occ. § 19-310 (2014 Repl. Vol. & 2020 Supp.).



Gerard Farrell
Board Chair
Maryland State Board of Social Work Examiners